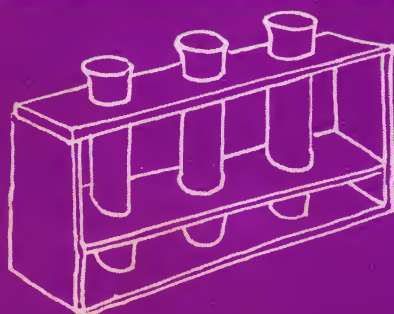
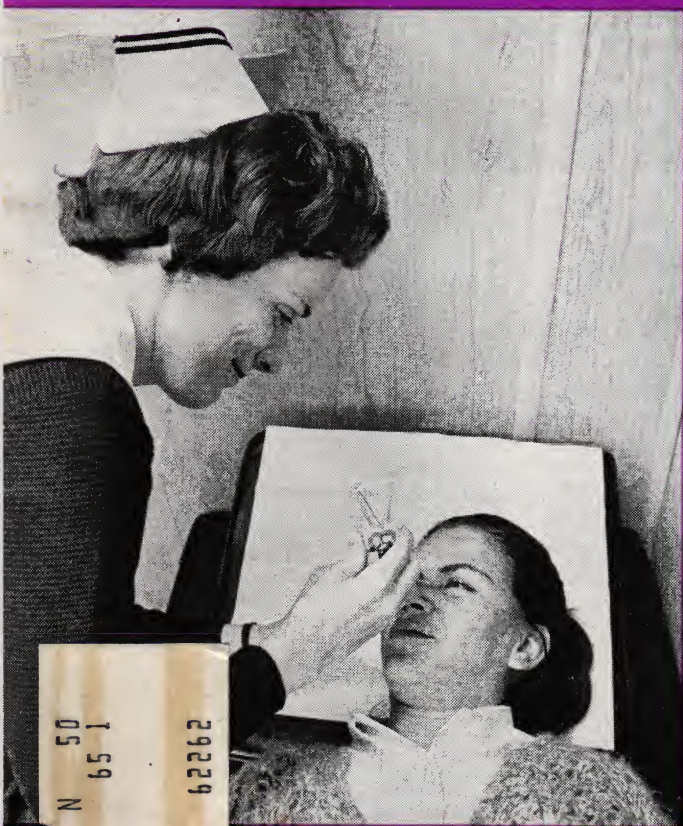


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LABOR'S PLACE IN HISTORY

THERE is a saddening phenomena whirling about in little pockets over the nation and known as the Hippie Movement.

It is saddening for two reasons: (1) The Hippie Movement seems to feed on the educational dropout, and (2) it appears unable to accomplish anything of merit that benefits either society in general or the Hippie in particular.

Hippies profess to feel that they are the only ones carrying the flickering torch of conscience dropped by their elders. They protest in a limp manner everything they understand too well or not at all.

Unorganized, they lack direction. They really exert no pressure that might correct some of the mushy defects in our national character. While purporting to be personally unique, Hippies seem forever frustrated and surprised to find themselves faceless. To distinguish themselves, they and their imitators have assumed a recognizable costume which, like the more customary costume, allows individual tangents.

Most of their actions, those that are perceptible, indicate rather depressingly that Hippies fear to approach responsibility. They are walking reminders of the tragic breakdown of some family situations. All too often the very flower of love they seek and espouse is the blossom they never enjoyed as children.

Perhaps the most terrible aspect of the Hippie Movement is that so many of these young people are bright and have great potential for whatever they might want to accomplish. Dropping out of high school, dropping out of college, dropping out of society, they have dumped themselves onto a scrap heap from which self recall will be arduous.

Nevertheless, who is to say that the Hippie withdrawal is wrong? Hippies cannot be criticized for rejecting standards of living that encourage hypocrisy, corruption, and deceit. On the other hand, who will say that Hippies are not tragically wasting heart and talent that might very well have the strength to overcome some of the very detestable national cancers?

Tomorrow, when today's Hippies have become aged and suddenly tired of being hungry and homeless; when they have become weary of feeding upon each other and being fed upon; when their physical aches and pains develop—how will they break the gentle habit of aimless dissent? How, when they decide to provide something better for themselves, will they cease strolling about in mirrored circles and actually do it?

"Hippies," wrote John Garabedian in the *New York Post* recently, "think jobs are meaningless and say they want to break down the traditional distinctions between work and play."

There is too much immediacy of human needs in the past and present to prove that Hippies are wrong when they say jobs are meaningless.

A lot of wage earners who belong to unions would probably agree that collective bargaining has done more than anything else to break down the *traditional* slavish relationships between the boss and the worker. Even trade unionism, however, has not enabled workers to have their cake and eat it too.

The Hippie Movement, to use a corny phrase, has made great strides—despite its inertia. It has almost reached the point where it must cross a threshold of some sort or face a popular collapse.

In whatever manner the Hippie Movement moves from the scene, as it will, it's to be hoped that young genius emerges. For those Hippies not so gifted, it's to be hoped that they will have soaked up enough vibrations on the brotherhood of man to propel themselves into trade unionism when they finally accept the regular paycheck.

In short, let's hope that someday, somehow, the Hippies can make an honest, painless transition into Happies.

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THE INTERNATIONAL Teamster DEDICATED TO SERVICE

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Volume No. 64, No. 10

October, 1967

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Administration Official
Looks at Highway Deaths**



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From The



FIELD

Albany Dairy Driver Aids at Wreck Scene

Ray Kaszuba, a member of Teamster Local 787 in Albany, N.Y., won the heartfelt thanks of 7 persons injured in a traffic accident recently as he gave aid and directed traffic until state police arrived on the scene.

Kaszuba, a driver for Nadler Brothers Dairy in Amsterdam, N.Y., was driving along Route 5 parallel to the New York State Thruway when he observed a head-on collision on the heavily traveled highway.

He was the first to arrive at the wreck and gave aid to the injured, some of whom were seriously hurt. He waited for the arrival of the ambulances and assisted in the removal of the injured.

Vice President HHH Addresses Teamsters

Vice President Hubert H. Humphrey addressed some 1,325 members and guests of Teamster Local 1145 at a banquet in Minneapolis recently.

The vice president said that Local 1145, a union of Honeywell manufacturing workers, had long served as a pillar in the community and congratulated it on its collective bargaining achievements.

Governor Appoints Teamster to Board

Norman C. Murrin, president of the Indiana Conference of Teamsters, recently was appointed by Gov. Roger D. Branigin to the newly-created Indiana Law Enforcement Training Board.

Murrin, one of 14 members of the board, will help ascertain minimum standards of training for law enforcement officers in the state, also persons in related fields such as prison and industrial plant guards.

The Board also will supervise the construction and administration of a new Central Law Enforcement Training Academy for the state.

Chicago Member Named Ward Boss

James C. Taylor, a member of Teamster Local 726 for the past 5 years, recently was appointed superintendent of the 16th ward in Chicago. The appointment was made by the commissioner of streets and sanitation for Chicago.

David O. Sark, secretary-treasurer of Local 726, said that while Taylor's new job does not necessarily entail union membership, nevertheless Taylor expressed a desire to keep his membership in good standing.

Teamster Pioneer Dies in Indiana

William E. Peats, prime founder and organizer of Teamster Local 135 in Indianapolis, Ind., died recently at the age of 94.

Peats was the original president and leader of the group that received the local 135 charter from the late International President Dan Tobin in 1927.

The local union originally had 27 members. When Peats retired from the presidency in 1938, the local union boasted a membership of 3,000.

Driver of Year Award Given Posthumously

North Carolina's "1966 Driver of the Year" award to Ralph Self, a member of Teamster Local 61 in Hickory, N.C., was given posthumously to his widow, Mrs. Blanche Self, by Gov. Dan K. Moore.

Self died after a lengthy illness last spring. He would have received, also, a 30-year safe driving award.

The Teamster was named North Carolina's "driver of the month" on 2 occasions, and in 1961 was runner-up for the "driver of the year" award.

Ohio Officer Retires After 30 Years' Service

Franklin E. McNutt, a long-time Teamsters Union officer, ended a career of 30 years by retiring recently as secretary-treasurer of Teamster Local 365 in Toledo, Ohio.

McNutt was a charter member of the bakery drivers local and served in the offices of president and vice president also at various times through the years.

In addition, he held office as trustee, recording secretary, vice president and secretary-treasurer of Teamster Joint Council 44 at various times.

Erickson Fills Void Left by Conklin

Donald Erickson, secretary-treasurer of Teamster Local 975, was advanced from vice president to president of Teamster Joint Council 34 of St. Paul, Minn., succeeding the late Gordon Conklin, whose death was reported in the September issue of *The International Teamster*.

Erickson will serve out the remainder of Conklin's joint council presidency to January, 1969. He has been a member of the joint council board since 1960.

Message of the General Vice President



Prejudice vs. Facts

IN AN almost unbelievable demonstration of anti-labor and anti-Teamster prejudice, Congressman John N. Erlenborn, a second-term Republican from Illinois' 14th district, has introduced a resolution in Congress calling for an investigation of "Teamster bargaining tactics."

The resolution mouths some holier-than-thou phrases about disrupting movement of war materials to Viet Nam because of Teamster bargaining tactics in motor freight.

Perhaps the Congressman is unaware that Teamsters recently completed the National Master Freight Agreement for some 450,000 members working in motor freight nationwide without a strike, and the last week in September reached agreement for some 40,000 motor freight employees in the New Jersey-New York area, with no work stoppage.

Perhaps the Congressman is without the facts that three years ago the first National Master Freight Agreement was worked out without a work stoppage.

Too, it must be a forgotten fact in some circles that the last major strike in trucking occurred in 1958 in the Western States.

It is the kind of record that we in the Teamsters are mighty proud of, since our negotiations in motor freight affect so many members, thousands of trucking firms, and are so vital to the Viet Nam war effort.

This is not an attempt to single out one Congressman for his prejudice, but rather a documentation of the facts that Teamsters have been making free collective bargaining work for the benefit of our members, the industry, and the public at large.

An objective look at labor-management relations in this country over the past several years reveals that there is an area where Congress should engage in some extensive study with a view toward legislating for more peaceful labor-management relations.

That is the area of collective bargaining under the jurisdiction of the Railway Labor Act. The so-called national emergency strike situations, over the past several years, have occurred in industries and unions with the misfortune of having to operate under the rules of the Railway Labor Act which is out-moded and hinders the free collective bargaining process.

Not only does this act hinder the bargaining process and create impasses, it also denies workers the free choice of unions because of the latitude it allows to the agency implementing the Act, the National Mediation Board.

The Teamster case with the Mediation Board involving Pan American employees reported in this issue of the *International Teamster*, provides any Congressman with an area for study and legislative action, if the aim is to contribute to peaceful labor-management relations. If the aim is to vent prejudice against the Teamsters, then the Congressman from Illinois took the proper avenue.

I suppose that such a resolution might enhance the welfare of the Congressman with his electorate back home, but it does nothing to foster peaceful labor-management relations.

Teamster bargaining tactics with the motor freight industry have contributed to that general welfare.

If the Congressman from Illinois is genuinely interested in the area of labor-management relations, we will be glad to sit down with him and like-minded colleagues to discuss our views on how legislation can be written to promote the kind of labor-management peace Teamsters enjoy with their employers.



STATE OF THE UNION

"Incredible and Shocking"

Federal Mediation Board Sets Aside Overwhelming Teamster Win at Pan Am

MORE THAN 7,000 clerical, office, cargo, fleet and passenger service employees of Pan American World Airways have been rebuffed by the Federal Mediation Board in their attempt to dump the Brotherhood of Railway Clerks as their bargaining agent in favor of the Air Line Division of the International Brotherhood of Teamsters.

Through the shenanigans of the BRC and the ineptitude and unexplainable actions of the Federal Mediation Board, these workers have already gone through two elections and now must vote again.

This is despite the fact that in an election completed December 30, 1966, the employees cast 3,091 votes for the Teamster Airline Division, 425

votes for other unions, and cast 39 void ballots.

Of the 426 votes for other unions, the BRC was far outdistanced by another union, running a poor last in its popularity with Pan Am employees.

A first election, completed September 7, 1966, never got out of the ballot box. The federal mediator re-

Seeking to dump the Brotherhood of Railway Clerks as their bargaining agent since 1965 in favor of the Airline Division of the International Brotherhood of Teamsters, these Pan Am employees are shown here in a recent demonstration protesting the delay and ineptitude of the

Federal Mediation Service. After going through two elections, voting more than 300 to 1 for the Teamsters in the second vote, the Mediation Board has ordered a third election, the date for which has not yet been set.



fused to count the ballots on a charge that a campaign document was falsely signed. The second election, which has now been set aside, was then ordered by the Mediation Board.

Teamster General Vice President Frank E. Fitzsimmons called the Board's order for a third election—because of what the board admitted was its own mistake—"incredible and shocking."

In its decision ordering the third election, the Federal Mediation Board said:

"Complete candor requires an admission by the Board that its failure to adhere to the policy of requiring that the incumbent labor organization (the BRC) have its name appear on the ballot or affirmatively abandon its right to represent the employees affected contributed to the attendant confusion and uncertainty in this election proceeding. The board has determined that in the election hereinafter directed, it shall insist upon adherence to the policy set forth above."

Ineptitude

The comedy of bureaucratic ineptitude and the Board's admission of error is even more incredible in view of the fact that the Teamster Airline Division pointed out to the Board before the election that its own rules demanded that the BRC appear on the ballot or forfeit its right to represent Pan Am employees.

Even though the ballots were printed and ready for mailing, the Board—on the eve of the election—capitulated to the BRC request that it be taken off the ballot. The election was further delayed while the Board reprinted the ballots leaving the BRC off—in contradiction of its own rules and regulations.

In a telegram to the Board, Fitzsimmons declared that the International Brotherhood of Teamsters intends to call to the attention of the Congress "the Board's candid admission that a third election must be held due to the Board's incompetency."

The folly developed when the BRC realized that, having failed to properly represent Pan Am employees, it was going to lose bargaining rights for a group which was paying more than \$31,000 monthly into its dwindling union coffers.

In a blatant campaign of defiance of government rules, and spitting in

the face of the spirit of secret ballot elections, the BRC encouraged Pan Am employees to destroy their ballots rather than voting. Through this subterfuge, the BRC hoped that a majority of the employees would not vote, thus voiding the election.

The flagrancy of the BRC's tactics against the election—long national policy under both the Railway Labor Act and the National Labor Relations Act—was highlighted when the BRC actually held a ballot burning party.

At Cocoa Beach Florida, the BRC conducted the party, admission to which was an unmarked ballot presented at the door to BRC officials. The party was lavishly furnished with free flowing booze and a 40-foot buffet table decorated with fancy foods. To cap off its callous disregard for the elective process in determining union representation, the BRC offered as a grand door prize a trip for two to Bermuda.

The BRC openly boasted of having destroyed more than 600 government ballots at the party.

Strike Fizzles

While the BRC encourages ballot burning and while the Federal Mediation Board violates its own rules of procedure, the employees are without a union contract and have been since early March.

Meanwhile, Pan Am management refuses to bargain for a new agreement until there is a clear certification of a union as bargaining agent.

So desperate is the BRC position with the Pan Am employees that late last month it called a strike against Pan Am which it had to call off only hours later because it had no support from Pan Am employees.

Fitzsimmons, who has long been critical of the Railway Labor Act and its archaic procedure, declared:

"It is clear that any confusion or uncertainty resulting from the Board's failure to adhere to its own policies could only have assisted the BRC and could not have affected in any way the outcome of the election.

"There will now be a third election and we are confident that the employees (of Pan Am) will again vote for the Teamsters. We do ask, however, that the Board make no further mistakes in this matter. Its past mistakes have been extremely costly both to the union and to the employees seeking adequate union representation."

Central Conference To Meet In Detroit

THE CENTRAL Conference of Teamsters will hold its 12th meeting, October 23, through October 25th, 1967, in Detroit, Michigan.

The meeting call was issued by General Vice President Frank E. Fitzsimmons and Conference secretary-treasurer and International Union Vice President Harold J. Gibbons.

The Conference will host Teamster representatives from the 13-member states and two provinces in Canada.

The invitation is also extended to Teamster international union vice presidents and joint council leaders from across the country.

Registration will begin on Sunday evening, October 22nd at the Sheraton Cadillac Hotel. The conference will convene Monday, October 23rd at 9:30 a.m., with a general session.

A banquet is scheduled at the hotel on Tuesday evening, and the closing general session will be held Wednesday morning.

Divisions holding sessions will be warehouse, laundry, chauffeurs, automotive and petroleum, industrial, soft drink and brewery, freight, public service, construction, bakery, dairy, cannery, and the Canadian divisions.

The 13-member states include Ohio, Michigan, Kentucky, Wisconsin, Indiana, Illinois, Missouri, Kansas, Nebraska, North and South Dakota, Iowa and Minnesota.



"Gee! Two days and you make me a full partner. Can I call my mother, and tell her, father?"

Contract for 40,000

Settlement Achieved in N.J.-N.Y. Truck Negotiations

Looking down the barrel of a strike deadline, after granting employers two contract extensions, negotiators led by General Vice President Frank E.

covered by junior employees.

All employees must have 8 hours relief from duty once released from their day's work, with the provision

The Negotiators



Fitzsimmons



Flynn



Trerotola



Calabrese

Fitzsimmons have won an agreement for approximately 40,000 members covered under the New Jersey, New York General Trucking Agreement.

The agreement for city, dock and over-the-road employees belonging to 16 N.J.-N.Y. local unions, parallels the National Master Freight Agreement in wages and conditions and now expires on the same date as the National Agreement.

In addition to Fitzsimmons, union negotiators included Eastern Conference Director and International Union Vice President Thomas E. Flynn, IBT Vice President Joseph Trerotola of New York, and IBT Vice President Dominick Calabrese of New Jersey.

Highlights of the agreement include:

Standardization of the period of time it takes to gain seniority to a minimum of 16 days in any 60-day period.

A joint-area committee on grievances has been established from among the N.J.-N.Y. Local unions, with appeal of deadlocked cases to the Eastern Conference committee and then to the National Grievance Committee.

All discharge cases will be referred to binding arbitration.

Senior employees may refuse to work holidays, and all jobs must be

that if the 8 hours overlap the next day's regular starting time, the employee will be paid from his regular starting time.

Contributions by employers to health and welfare and pension plans will be uniform among the 16 local unions upon the expiration of the agreement.

Fitzsimmons, commenting on the settlement, declared:

"Once again it has been proved that when unions and management are left alone to bargain free of government interference, collective bargaining works. This was true in our talks for a National Master Agreement and it has been true in these negotiations.

"We did have the assistance of the Federal Mediation Service, and we appreciate their mediators' efforts which were to encourage free collective bargaining, rather than to encourage one side or the other to wait for government intervention," Fitzsimmons said.

The Teamster General Vice President credited Flynn, Trerotola and Calabrese with "yeoman work" in successfully completing these negotiations which are complicated and detailed and require complete understanding of the specialized trucking problems in the areas which the contract covers."

● Cryogenics

A majority of the employees at American Cryogenics, Inc., a manufacturer of oxygen, hydrogen, etc., in Savannah, Ga., recently voted for representation by Teamster Local 728 of Atlanta, Ga., in a National Labor Relations Board election.

Wilbur S. Mathis, assistant business agent for the local union, said 31 production, maintenance, and clerical workers, and over-the-road drivers were eligible to ballot. The tally was 19 to 12 for the local union.

● Brewery Pact

Nearly 6,000 Teamsters employed in California's brewing industry recently ratified a statewide contract that gives them substantial wage increases and for the first time provides a dental care program for workers and their dependents in addition to health and welfare benefits for those who choose early retirement.

The agreement was approved by a better than 2-to-1 margin in a mail referendum that produced a return of about 80 per cent.

George Leonard, head of the Teamster Brewery and Soft Drink Workers Joint Board of California, chaired the union negotiating committee.

● Local Upheld

Teamster Local 579 of Janesville, Wis., recently was upheld by the National Labor Relations Board in a request for a unit of truck drivers only at the Mc-Mor-Han Trucking Co., of Shullsburg, Wis., a bulk milk transporting firm.

New England Freight Ratified

Members working under the Northern New England Freight agreement have approved a newly negotiated contract by an overwhelming margin.

The vote, a mail referendum, was supervised by the U. S. Labor Department.

Negotiations were conducted by Eastern Conference Director Thomas E. Flynn and his staff and with General Vice President Frank E. Fitzsimmons in close contact with contract talks.

Appointment

Presser Named Vice President To Replace Gordon Conklin

WILLIAM Presser, of Cleveland, is the newly-appointed vice president on the International Union general executive board.

Presser was appointed by General



William Presser

Vice President Frank E. Fitzsimmons to fill the vacancy created by the death of Vice President Gordon Conklin, of St. Paul. Presser's appointment received the unanimous confirmation of members of the general executive board.

The Ohio trade unionist is no stranger to Teamster rank-and-file or to the official family of the International Union. For the past year he has served as Trustee of the International Union. He was appointed to that position by General President James R. Hoffa upon the retirement of John Rohrich.

Presser is a life-long resident of Cleveland. Before coming to the Teamsters, he served in official capacities in the Hatters Union of North America, the AFL Dry Cleaners and the International Brotherhood of Electrical Workers.

The new vice president's abilities as an administrator and as an organizer were evident from his beginnings as a trade unionist. In 1943, following a successful organizing campaign in the vending field, Presser received a charter from the IBEW.

In 1953, under an agreement between the IBEW and the Teamsters, Presser brought his vending organization under the jurisdiction of the Teamsters.

Presser is president of Joint Council 41. He is president of the Ohio Conference of Teamsters, secretary-treasurer of the Central States Drivers Council, and a board member of the Central States Pension Fund. He is president of Cleveland Teamster Local 555.

A strong advocate of rank-and-file participation in the political and legislative processes, Presser has built one of the most active and effective DRIVE units in the International Union throughout Ohio.

He is joined in both his trade union and political activities by his wife, Faye, who is well-known to DRIVE activists throughout the International Union.

Recently, Presser's abilities as a trade unionist were recognized at a testimonial dinner in Cleveland. More than \$100,000 was raised at the Presser dinner, the proceeds of which went to the Parents Volunteer Association for Retarded Children. This group has won the hearts of both Presser and his wife, and they devote much time in this area.

The Pressers have four children and seven grandchildren who seem to take up that part of the Presser's lives which is not dedicated to the trade union movement.

Consumer Price Index Up Again

Consumer prices went up again in August for the seventh consecutive month as reflected by the Consumer Price Index which hit 116.9 per cent of the 1957-59 average.

The gain in August was 0.3 per cent. Contributing mostly to the bulk of the increase were retail food prices and medical-care services, both of which went up 0.5 per cent.

Mathis Named General Organizer

Weldon L. Mathis, recently named assistant to General Vice President Frank E. Fitzsimmons, has been designated as an International Union general organizer.

Mathis has been a trade unionist all of his adult life, having first affiliated with the Teamsters in an official capacity when he was hired as a business agent for Local 728 in Atlanta, Georgia, in 1950.



Weldon Mathis

As a tribute to his understanding of the problems of working men and women, Mathis was elected by Local 728 rank-and-file to the office of secretary-treasurer three years later in 1953.

In 1966, Mathis was elected president of Local 728, a position which he currently holds.

In 1957, Mathis' ability was recognized by the Southern Conference of Teamsters when he was hired as a conference representative.

Mathis, and his wife Myrtle were married in 1943. They have five children, ranging in age from five to 23.

Born April 2, 1926, in Sylvester, Georgia, Mathis was educated in public schools in Georgia and in Wisconsin. He served in the Army Air Corps during World War II. He now divides his time between Washington, D.C., and Atlanta, Georgia, proving his capacity for work on behalf of Teamster members by assuming his dual responsibilities.

Recognition

Williams Named Trustee For International Union

Roy L. Williams, long-time Teamster leader in the midwest, recently was appointed a trustee of the International Brotherhood of Teamsters to fill a vacancy created by the elevation of William Presser to International vice president.

Williams' appointment was made Sept. 8 by General Vice President Frank E. Fitzsimmons with the approval of the IBT General Executive Board.

Born March 22, 1915 at Ottumwa, Iowa, Williams was one of 12 children. The family moved to southeast Missouri where Williams was raised.

He entered the freight industry in 1935 as a driver for C. W. Pascal Co., and in 1938 became a member of Teamster Local 41 headquartered in Kansas City, Mo. The years between 1942 and 1946 were spent in the service of his country—22 months of which were spent in the European Theater of Operation.

James R. Hoffa, a rising star in Central States and International Union activity, requested in 1948 that Williams go to Wichita, Kan., as a business agent. During his stay in that city, Williams was elected trustee of Teamster Joint Council 56 in Kansas City in 1950.

Two years later, Williams left Wichita to become a business agent for Teamster Local 41. He was elected president of Joint Council 56 in 1953, a position he still holds today. A year later, he ran for president of Local 41 and continues to hold down that job to this day.

Williams' advancement kept a fast pace in line with his trade union achievement and he was elected vice president of the Missouri-Kansas Conference of Teamsters in 1954. In the same year, he was appointed to the Grievance Committee of the Central States Drivers Council.



Roy L. Williams

More responsibility came in 1955. Williams was elected to the office of trustee of the Central States Southeast and Southwest Areas Pension Fund, still continuing in that capacity today, and also was elected chairman of the Missouri-Kansas Highway Drivers Council. Four years later he was elected recording secretary of the Central Conference of Teamsters.

After becoming chairman of the Central Drivers Council in 1961—a responsibility he still holds—Williams was named a general organizer by General President Hoffa the same year.

He has been on the negotiating committee of the Central States Drivers Council since 1949 and worked closely with Hoffa while serving on the first National Negotiating Committee in 1964 for the Highway and Local Cartage Agreement. He has served on the National Grievance Committee since its inception.

IBT Per Capita Tops 1,750,000

General Secretary-Treasurer John F. English reported that per capita payments to the International Union totaled 1,750,521 for August, 1967, for an increase of 151,381 over the previous month and 16,852 more than in August a year ago.

English said per capita payments to the International Union averaged 1,647,236 for the first 8 months of 1967—an increase of 57,875 over the average for the same period in 1966.

Initiation fees for August of this year totaled 38,394 and represented virtually no change from the figure for August of last year when 38,428 initiations were reported.

So far in the first 8 months of this year, the International Union has received total initiation fees of 250,312—a greater number than the membership totals of scores of international unions—representing a gain of 11,443 over the 8-month total for last year.

The per capita breakdown for last August was 680,130 for the Central Conference, 554,606 for the Eastern Conference, 419,243 for the Western Conference, and 96,542 for the Southern Conference.

The breakdown on initiation fees for August was 14,561 for the Central Conference, 10,694 for the Eastern Conference, 10,639 for the Western Conference, and 2,500 for the Southern Conference.

● Conoco Vote

Teamster Local 663 of Westlake, La., retained the bargaining rights for more than 400 production and maintenance workers at Continental Oil Co.'s refinery and petrochemical plant at Westlake recently when the membership turned back a bid for representation by the Refinery Employees Union, an independent organization.

George Baukman, president of Local 663, said the election conducted by the National Labor Relations Board resulted in a tally of 231 votes for the Teamsters, 186 for the REU, and 6 votes were cast for "no union."

Local 663 has been the bargaining representative for the Conoco workers at the Westlake plant for the past 3 years. The initial contract expired Sept. 19.

Teamster Program

Health Tests at Canneries Reveal Need of Medical Aid

A unique health testing program, jointly sponsored by Teamster cannery local unions and employers and being carried out at 70 plant sites throughout Northern California, has revealed a relatively high incidence of physical ailments among workers.

More than half the cannery workers among the first 5,000 tests evaluated by the medical staff operating out of a mobile unit were found to be in need of follow-up medical attention.

An incidental discovery was the fact that about 1 of every 3 of the 13,000 workers who underwent examinations during the first 2 months of the program stated they had no personal physician or a doctor to whom they go with any degree of regularity.

Workers discovered by the tests to be in need of continuing care were immediately put in touch with either their own physicians or given a choice of doctors qualified to treat the type of disease or ailment afflicting them.

In some instances, diseases that could result in death were detected. As a result, some individuals already have undergone corrective operations or have been placed on a life-saving medication.

Dr. Samuel Sherman, chief medical

officer on the union-employer project, declined to identify the most serious maladies or their numbers in the preliminary report on the testing program.

Noting that it was much too early to provide a breakdown of the findings, Dr. Sherman, former president of the California Medical Assn., commented:

"What we have discovered from the evaluations made so far is impressive and certainly shows the project to be most meritorious. Moreover, the turnout of workers has been most remarkable and gives every indication that our original goal of 20,000 tests in a hundred days will be exceeded."

The tests are given in mobile units containing the latest medical diagnostic equipment. What the exams reveal is kept confidential except for the individual concerned and his or her doctor. Neither the employers or union is made aware of any finding relating to any particular person.

The project is an outgrowth of collective bargaining between the Teamsters Unions and firms represented by California Processors, Inc. Teamster negotiators succeeded in 1964 in getting a penny an hour placed in a

separate fund to finance the program aimed at detecting latent illnesses or diseases of which the workers are unaware.

Permanent cannery employees and seasonal workers with 3 years or more of seniority desiring to take the examinations submit themselves to: Electrocardiograms, X-rays, 9 blood chemistry tests, urine tests for diabetes and kidney disease, spirometry tests for data bearing on heart and lung disorders, eye chart reading for visual acuity, a painless test for glaucoma, and exams for cervical and breast cancer.

Three separate 60-foot units are hauled by tractor from one plant to another to conduct the examinations. The staff is composed of 2 physicians, 5 nurses, and 20 technicians.

In some cases, computers are used in the testing and all findings are reviewed by a panel of physicians which includes specialists in various fields.

● Ice Cream

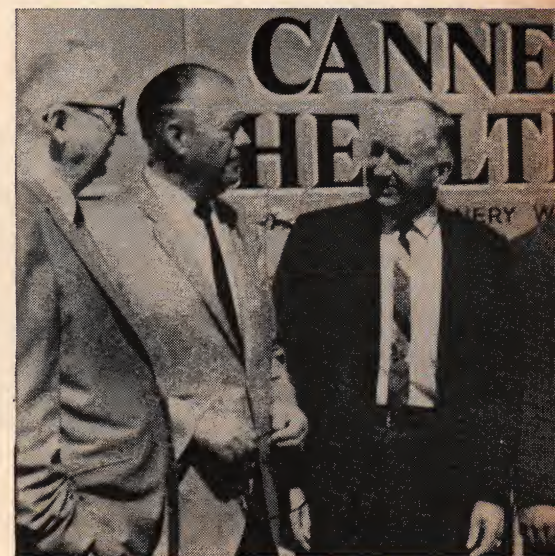
Ice cream salesmen employed by Sealtest Foods in Long Island City, N.Y., voted overwhelmingly for representation by Teamster Local 757 of New York in a recent National Labor Relations Board election.

Emanuel Parish, secretary-treasurer of Local 757, said 28 salesmen were eligible to ballot. The vote was 25 to 3 for the local union.

Looking over the mobile health exam program first-hand are (left to right): Sacramento Police Chief Joseph Rooney; International Vice President George Mock, and George Cole, secretary-treasurer of Teamster Local 857 in Sacramento, Calif.



Observing an attendant taking a blood specimen from a worker as part of a health program sponsored by Teamster cannery locals and management, are (left to right): L. U. Hudson and John Scalone, president and executive director respectively of California Processors, Inc., and Peter A. Andrade, chairman of the Teamsters Western Cannery Council.



Annual Meeting

NJ Council Reports Growing Membership, Legislative Gains

International Vice President Dominick Calabrese, in his capacity as president of Teamster Joint Council 73, proudly noted that New Jersey Teamster membership growth has brought the council to nearly 90,000 members in the past year.

Calabrese also told the delegates to the council's 19th annual convention in Atlantic City that efforts of New Jersey Teamsters in conjunction with the state DRIVE program resulted in some important legislative gains in recent months.

Delegates to the convention lauded Joseph G. Biancardi, a trustee of the joint council, for his good work as an assemblyman in the state legislature. Both he and Herbert J. Heilmann, secretary-treasurer of the joint council, were endorsed for the November election. Biancardi represents Essex county, Heilmann will seek the Union county seat.

General Vice President Frank E. Fitzsimmons was the guest of honor at the convention banquet. As the main speaker, he stressed particularly the dangers of compulsory arbitration.

Charles Marciante, secretary-treasurer of the New Jersey AFL-CIO,

also addressed the meeting and commended the Teamsters for their work in helping to gain laws beneficial to the working people of the state.

Combined Teamster-AFL-CIO legislative action, Marciante said, resulted in passage of 26 major pieces of labor legislation in the past 2 years. He cited especially the improvements won in the workmen's compensation law, and in unemployment compensation and temporary disability insurance statutes.

● Jersey Win

Most of the employees of Gardner Cryogenics Corp., manufacturers of glass and chemicals in Hightstown, N.J., recently voted for representation by Teamster Local 676 in a National Labor Relations Board election.

William McClellan, organizer for Local 676, said 24 were eligible to ballot. The vote tally was 20 to 3. The new bargaining unit is composed of truck drivers, helpers, shipping and receiving clerks, and inventory and stock clerks.

Backpay Won



Two members of Teamster Local 486 in Saginaw, Mich., recently received backpay awards of \$3,000 each as the result of an unfair labor practice charge successfully brought by the local union against the employer, Carmen Davis Transport, Inc. Also winning reinstatement to their jobs were Ted Pretzer on the left and Glen Traxler on the right. Center is Neil Dalton, secretary-treasurer of the local union.

● Automotive

Nineteen of the 20 automotive servicemen and gas island attendants employed by J. C. Penney Co., Inc., automotive repair and installation in Kokomo, Ind., voted for Teamsters Union representation in a recent National Labor Relations Board election, according to Charles M. Nolan, president of Teamster Local 543 in Lafayette, Ind.



General Vice President Frank E. Fitzsimmons was welcomed to the recent New Jersey Teamsters convention by Joint Council 73 President Dominick Calabrese (right), and Sam Provenzano (left), council vice president. Fitzsimmons was the major speaker at the 19th convention of Joint Council 73 held annually in Atlantic City.

Iowa Local Gains 344 In Election

A vast majority of the 344 workers employed at Square D. Co., a manufacturer of circuit breakers and electrical switching equipment in Cedar Rapids, Iowa, recently voted for representation by Teamster Local 238 in a National Labor Relations Board election.

Harry J. Wilford, Local 238 secretary-treasurer, said the workers chose the Teamsters over the IBEW by a vote of 218 to 79. There were 5 "no union" ballots.

The bargaining unit is composed of assemblers, packers and pasters, calibrators, analog tenders, movement, electrical plant maintenance, and electronic maintenance men.

10-Week Struggle**Local 194 Beats Back Employer Attempt to Sell Routes**

Members of Teamster Local 194, Union, New Jersey, have won a 10-week fight to protect basic employee-employer relationships with National Food Sales, Clifton, N.J., which had demanded in negotiations that it have the right to sell its routes to the employees.

Since the acceptance of the jobber-owner clause demanded by management would have had serious implications for other employees involved, as well as in relationships with other employers, the issue was one of principle.

Especially notable in the dispute was the membership's voluntary assessment, on a weekly basis, to support the strikers in their bread-and-butter fight to maintain the employee-employer relationship.

When the situation became a strike issue, Eastern Conference of Teamsters Director Thomas E. Flynn assigned conference representative John P. Hartigan to work with Local 194.

Also assisting the local were Joint Councils 73 and 16, and Local Unions 401 of Wilkes Barre, Pa., 429, Reading, Pa., 764, Milton, Pa., and 863, Newark, N.J.

Local 194 Secretary-Treasurer

James J. Catenaro reports that the 10-week strike has been satisfactorily concluded.

The employer withdrew his demand for a franchise operation, and negotiated a five-year agreement which includes base pay and commission increases, a generous pension program, and improved health and welfare coverage.

National Food Sales distributes Wise Owl Potato Chips, Old London Products, and Bachman Pretzels.

● Route Men

A majority of the 10 route salesmen employed by American Bakeries Co., of Lawton, Okla., recently voted for representation by Teamster Local 886 of Oklahoma City, Okla., in a National Labor Relations Board election, according to H. L. McDaniel, secretary-treasurer of the local union.

Court Decision Orders**Denver J. C. Penney Warehouse To Bargain with Teamster 452**

J. C. Penney Company, in Denver, has been ordered to enter into collective bargaining with Local 452 for its warehouse employees by the 10th Circuit Court of Appeals.

The court decision upholds a ruling of the National Labor Relations Board which declared that the company had shown "a disposition to evade its duty to bargain" by taking steps to destroy the majority Teamster Local 452 had established among the firm's Denver warehouse employees.

About a month before the election, scheduled after a majority of Penney's warehouse employees had signed authorization cards, the company granted a wage increase to all but one or two new hires in the unit. The union lost the election by one vote.

Because the company's unilateral wage increases were "designed to destroy" the union's majority, an NLRB

Rhodes Fills WCT Policy Vacancy

Richard E. Rhodes, a Teamster official for more than 20 years, has been named to the Western Conference of Teamsters policy committee to fill the vacancy caused by the resignation of Herbert C. Bailey.

Rhodes has been secretary-treasurer of Local 219 for a number of years, is secretary-treasurer of Joint Council 54, in Denver, and serves on the Colorado Governor's Judicial Commission.

● Laundry Win

Teamster Local 783 gained more than 100 members in a National Labor Relations Board representation election victory at the F. W. Means & Co., industrial laundry, in Lexington, Ky., recently, according to Howard Haynes, secretary-treasurer of the Louisville-based local union.

A total of 120 workers were eligible to cast ballots. The tally was 92 to 17 in favor of the Teamsters.

Budweiser Fully Organized

Budweiser's plant in Newark, N.J., became fully organized recently when the last non-union unit, the office workers, voted 2-to-1 for representation by Teamster Local 102, bringing in 50 new members.

Local 102, headed by Ben Merker, secretary-treasurer, already represented 270 brewers, some 80 machinists, and another 50 technicians. In addition, Teamster Locals 153 headed by Herb Heilmann, secretary-treasurer, and 843 headed by Charles LaMotta, secretary-treasurer, represent some 600 bottlers and drivers.

Another 500 workers at the brewery plant are represented by more than a dozen craft unions.

trial examiner concluded that the bargaining order was needed and the NLRB upheld his decision.

Chief Judge Murrah of the Circuit Court declared:

"... the record fully supports the appropriateness of the remedy for, as we have seen, the wage increases clearly violated 8(a)(1) of the act and were intended to and did interfere with the representation election . . . by unilaterally granting wage increases, the employer sought to destroy the union's majority and thus prevent the duty to bargain from arising."

Local 452 Secretary-Treasurer Charles F. Lindsay called the ruling a "great victory for the working people, and ample warning to other employers so inclined not to underestimate a Teamster local in its efforts to organize and bargain collectively for employees."

Strong Gains

Cooperation Wins New Contract With Breweries in New Jersey

A new 3-year agreement providing substantial wage increases and other benefits for Teamsters employed by 4 breweries in New Jersey was negotiated recently by the Brewery Workers Joint Local Executive Board negotiating committee.

Charles J. La Motta, secretary of the Board, expressed appreciation to the International Union, the National Conference of Brewing and Soft Drinks Workers, and members of Local Unions, 4, 102, 153, and 843 for their support of the Board and negotiating committee in bringing about the settlement.

"Our negotiation, with all its many complicating problems, was watched very closely by every major brewing center in the nation for the effect it would have on them," La Motta stated. "I am proud to congratulate those members on our committee who redoubled their efforts to bring about justice for all employees, to prevent irreparable harm to other brewing centers, and to prevent the decline of the Joint Board."

The agreement was reached with the New Jersey Brewers' Assn., and

contained stipulations affecting Anheuser Busch, Inc., Pabst Brewing Co., P. Ballantine and Sons, and Rheingold Breweries, Inc. It covers members of Teamster Locals 4, 153, and 843, and extends to May 31, 1970.

Besides the wage increases and gains in pension and health and welfare contributions by the employers, the contract also provided in some detail for an Industry Employment Stabilization Program applicable to regular employees on the seniority rosters at the breweries.

Vacations

Vacation periods were established and the "vacation bank" clause provides that the 5th, 6th, 7th, and 8th weeks of vacation shall be banked by each company for the employment stabilization plan.

Twice a year, the Joint Local Executive Board of the Teamsters will meet with Labor Advisory Committee representatives to get an estimate of the employment picture for the future.

At these meetings it will be determined whether to use the vacation bank, and if so, to what extent.

Scholarship Award



William G. Haas, son of George F. Haas of Teamster Local 179 in Joliet, Ill., is shown being presented his \$4,000 scholarship as provided for by the James R. Hoffa Scholarship Fund established at the last International convention. At the ceremonies were (left to right): Vince Crnkovic, Emmet McCanna, and Marty Sovich, vice president, recording secretary, and president respectively of Local 179; John F. Ryan (holding award), secretary-treasurer of Teamster Joint Council 25 in Chicago; young Haas; Elrie Floyd, secretary-treasurer of Local 179, and the senior Haas. The scholarship winner was one of 8 youngsters from Teamster families across the nation to win the \$4,000 grant.

Safe Driver



Ben Patterson (center), a long-time member of Teamster Local 150 in Sacramento, Calif., is shown receiving a 31-year safe-driving award from Willard Gailbraith (left), of Oregon-Nevada-California Motor Fast Freight. On the right is Howard Yeager, Local 150 business representative. What makes Patterson's record significant is the fact that each winter he battles the snow and ice on Donner Summit or in the mountains going to Klamath Falls or Medford, Ore.

Firm Wrong To Withhold Information

Sustaining the trial examiner, the National Labor Relations Board held recently that Golden Age Beverage Co., of Houston, Tex., violated the Act by refusing to bargain with Teamster Local 968, certified representative.

The examiner determined that following the union's certification, the union requested that the employer provide the union with information concerning conditions of employment within the appropriate unit.

Refusal

Later, Local 968 requested a meeting with the company officials for the purpose of negotiating a contract covering the represented employees.

Both requests were refused by management.

Golden Age advanced various defenses but, as the examiner concluded, all were devoted substantially to argument on the merit of its assertions in the representation case. The company's defenses were rejected.

Accordingly, the company was ordered to cease the unlawful conduct, and bargain with the union upon request.

Gravel Haul to Pumpkin Center Spells Doom for Obstinate Boss

In what the trial examiner called a "comparatively rare situation where the recitation of the facts leading up

to discharges reveals their discriminatory character," it was ruled recently that a company's discharge of

5-Year Struggle

Local Union's Action vs. Kroger Results in \$5,049 Backpay Award

It took 5 years of battling through several courts but victory came in mid-August when Teamster Local 661 of Cincinnati, Ohio, presented Sister Grace Angel with a check for \$5,049 representing backpay from the Kroger Co.

Miss Angel also received another check for \$295 covering lost vacation time.

Joseph E. Wira, Local 661 secretary-treasurer, said the case had its origin in February, 1962, when Miss Angel suffered a nervous collapse while working at the Kroger warehouse in Woodlawn, Ohio. The company refused to grant her an extended leave, and that was when the local

union stepped into the picture.

Miss Angel's grievance resulted in an arbitration award which Kroger appealed to Common Pleas Court. The case was later moved into the federal district court at Local 661's request.

The federal ruling went against Miss Angel and Local 661. The decision was appealed to the federal appellate court where the lower court ruling was overturned and a finding made in favor of the lady Teamster.

Besides backpay and reinstatement to her job, Miss Angel also was continued as a participant in the Kroger profit-sharing plan.

3 truck drivers was a direct result of their filing grievances over a pay dispute.

The ruling on an unfair labor charge brought by Teamster Local 13 of Denver, Colo., illustrated well both the strength of a collective bargaining agreement and the need for members to help police it.

Asphalt Paving Co., of Golden, Colo., contended that the drivers were not discharged but laid off because of a seasonal work-force decrease and a long-standing company policy of distributing available work among as many employees as possible.

The examiner found otherwise, citing "overwhelming credited evidence that the discharges were plainly attributable to the company's resentment" of the Teamsters exercising their protected rights.

The sequence of discriminatory conduct began early last January, the examiner found, when Robert Pitt, the company's truck superintendent, told Teamster Edward L. Harris, an employee then on lay-off status, that trucks would be "parked" if drivers insisted on being paid in accord with contract provisions.

Asphalt Paving's contract with Teamster Local 13 provided for at least 8 hours' pay for drivers working 4 hours or more a day.

Harris testified at the hearing on the unfair labor practice charge that Pitt, referring to the 6½-hour travel time involved in a gravel haul to Pumpkin Center, Colo., told him:

"We are going to start the Pumpkin Center haul Monday morning . . . We are going to pay you guys just what you got coming, not what the union says you should get."

Park the Trucks

Two days later, Harris said that he was told by the truck superintendent: "If you guys demand on having 8 hours' pay, I am just going to have to park some of the trucks."

Harris, secure in the knowledge that he had a contract to fall back upon if he didn't get what had been negotiated for him, said "okay" obligingly and went to work on the Pumpkin Center run. Another employee told of similar conversations with Pitt.

During the first half of January, the examiner noted, drivers on the Pumpkin Center run were paid for 8-hour work days. Pay for the drivers on the run was cut in the latter part of the month, and drivers received checks January 27th for hours



Pleased with a backpay award in excess of \$5,000 as a result of an unfair labor practice charge brought by Teamster Local 661 are (left to right): Donald Fuerbacher, Local 661 business representative; Grace Angel, the happy recipient of the award; Joseph Wira, secretary-treasurer of Local 661, and Robert I. Doggett, attorney for the local union.

put in rather than for the 8-hour-a-day contractual entitlement. One employee testified that, a few days before this, Pitt had told him "he wasn't going to honor the union contract."

Another driver, Donald Woodward, said that on January 27th, Willard R. Snider, then acting truck superintendent, informed him that pay-cut orders had come from William J. Keller, then president of the company.

As Woodward explained it: "He (Snider) was under orders from Mr. Keller . . . that with this winter work that we were going to be paid for the exact time that we worked. If we didn't like it, they would get someone else to drive the trucks."

The day after payday, Harris, Woodward, Richard T. Cass, and a couple of other drivers complaining of pay cuts went to Denver to file grievances with Local 13.

John E. Salter, secretary-treasurer of the local union, subsequently conferred with Keller, who testified at the hearing that he ordered the company's payroll department then and there to "make up the difference in pay" to correct the situation.

That night at home, Woodward received a phone call from Pitt. The superintendent informed Woodward that he should not report to work until told to do so. Harris also received a phone call from Pitt and was informed that he was not to return to

work until his truck "was repaired."

Keller, the company president, testified that he later met with some of the remaining drivers and said:

"I told the gentlemen involved that if they were going to receive 8 hours of pay, they were going to work 8 hours, and that I was not going to pay them for going down the road and drinking beer, and that they could clean their trucks; they could do what they wanted, but they were going to put in the time they were being paid for."

Hours afterward, Teamster Cass testified, he received a phone call from the superintendent and was told that the company's president was angry and that Cass should stay home until the matter was straightened out.

This chain of developments, concluded the trial examiner, established clearly that Asphalt Paving's actions constituted coercion and interference with exercise of Taft Act Section 7 rights and thereby violated Section 8(a)(1) of the Act. That the men had been discharged, not laid off, was demonstrated by the fact that replacement drivers had been hired.

The examiner recommended that Cass and Harris, both reinstated prior to the hearing, be reimbursed for lost pay plus 6 per cent annual interest, and that Woodward be reinstated and awarded backpay plus 6 per cent annual interest.

Appointed



Charles L. Whobrey, a business representative of Teamster Local 215 in Evansville, Ind., recently was appointed to serve as a member of the 7-man Advisory Council to the Indiana State Department of Correction. Whobrey has worked several years as a lobbyist in the state legislature on behalf of the Indiana Conference of Teamsters and DRIVE.

● Ohio Victory

A majority of the mechanics and helpers employed by Dayton Mack, Inc., a motor truck maintenance and repair service in Dayton, Ohio, recently voted for representation by Teamster Local 957 in a National Labor Relations Board election.

Joseph E. McPhetres, secretary-treasurer of the local union said 15 employees were eligible to ballot, including the chief mechanic. The ballot count was 11 to 4 in favor of the Teamsters.

● Warehousing

Delivery drivers and receiving and shipping clerks employed by Buffums department store warehouse and distribution center in Long Beach, Calif., recently voted for Teamster representation in a National Labor Relations Board election.

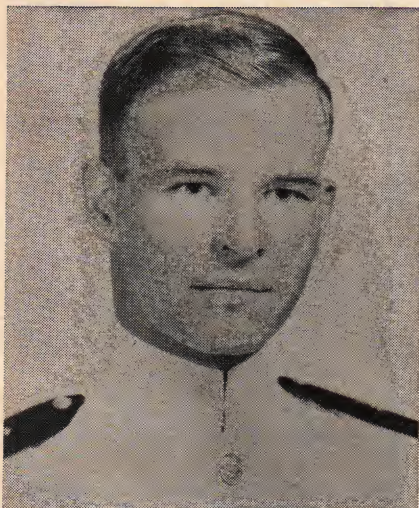
Jack D. Cox, secretary-treasurer of Local 572, said 65 workers were eligible to vote. The ballot count was 33 to 11 for the Teamsters. Some 15 ballots were challenged by the Teamsters.

Scholarship Awards



Two children of members of Teamster Local 810 in New York City recently were awarded \$2,500 college scholarships given annually by the United Wire, Metal & Machine Health & Welfare Fund. At the ceremony were (left to right): Max Eisenberg and his son, Arnold Eisenberg, scholarship winner; Milton Silverman, president of Local 810; Mr. and Mrs. Julio Chailovsky; Max G. Sanchez, Local 810 vice president, and Raquel Chailovsky, scholarship winner.

Teamster Son



Donald W. Church, son of William G. Church, a member of Teamster Local 695 in Madison, Wis., was among the cadets graduated last June from the U.S. Naval Academy at Annapolis, Md. Ensign Church was assigned to a destroyer in the Atlantic fleet. The father has been a Teamsters Union member 21 years and is a steward at Gateway Transportation Co.

Charles Lindsay Suffers Fatal Heart Attack

Charles F. Lindsay, long-time secretary-treasurer of Teamster Local 452 in Denver, died Saturday, September 23, 1967, of a heart attack.

Lindsay, 55, had guided Local 452 from 1946 when it had 187 members to its present strength of more than 3000 members. He was instrumental in organizing the Montgomery Ward outlet in Denver, prior to the Teamsters national agreement with Wards. He served as secretary of the Montgomery Ward Council.

He had served as president of Joint Council 54, president of the the Denver Metal Trades Council, and in many other positions in the Colorado-Wyoming labor movement.

An ardent supporter of DRIVE and always active in Democratic politics in Colorado, Lindsay was a delegate to the National Democratic conventions in 1960 and 1964.

Services were held September 26 in Denver. Interment was at Highland Memorial Gardens, Northglenn, Colorado.

Two Repeaters

Teamster Drivers Win Crowns At ATA National Truck Rodeo

Two Teamster former national champions won new crowns at the 30th annual National Truck Rodeo held recently in Tulsa, Okla., by the American Trucking Assns., Inc.

Cletus C. Frank of Teamster Local 391 in Greensboro, N.C., a driver for Akers Motor Lines, came back from a loss last year to win his fourth national title in the straight truck class. He tallied a perfect score in the field test.

Richard C. Wilke, a member of Teamster Local 560 in Union City, N.J., a driver for Mason & Dixon Lines, did not defend his tank truck crown won last year and instead competed in the 5-axle class where he won top honors.

Other champions in the 1967 competition were:

Edwin M. Smith of Teamster Local 391 in Durham, N.C., a driver for Hennis Freight Lines, who won the 3-axle title; Malcolm E. Thompson of Teamster Local 404 in Springfield, Mass., a driver for Johnsbury Trucking Co., who took the 4-axle championship; and Arnold C. Alcorn of Teamster Local 977 in Minneapo-

lis, Minn., who captured the tank truck class.

The champs each received a trophy and \$600 in cash for their prize performances in a field of 131 professional truck drivers competing at the Tulsa Exposition Center. An estimated 500 people, including many wives of the drivers, took part in the 3-day event.

Leo A. Granello, a member of Teamster Local 560 in Union City, N.J., 58-year-old father of last year's 4-axle champ, Peter Granello, was named the rodeo contestant "most representative of America's gentlemen of the highway." Employed by Mason & Dixon Lines, Granello has driven a truck for 40 years and without accident in the last 36 years. He is a former New York and New Jersey rodeo champ.

Donald J. Beaudette of Teamster Local 471 in Minneapolis, named by the ATA as 1966 Driver of the Year, was on hand to describe the rodeo to student guests from driver education classes in Tulsa area schools. Beaudette is a 3-time national rodeo champ in the 5-axle class.

Teamster winners of the 1967 National Truck Rodeo championships at Tulsa recently were (clockwise, starting from left): Cletus C. Frank, straight truck; Edwin M. Smith, 3-axle; Malcolm E. Thompson, 4-axle; Richard C. Wilke, 5-axle, and Arnold C. Alcorn, tank class. Frank and Wilke were repeating champs. Each winner received a trophy and \$600 in cash for their performances in the event sponsored annually by the American Trucking Assns., Inc.



To Find Out What Government
Is Doing to Stop Wholesale
Highway Deaths and Injuries,
Read . . .

RESCUE ON THE HIGHWAY

By

John M. Waters, Jr.
Federal Highway
Administration

December 20, 1959, a tractor-semitrailer smashed head-on into a bus near Tucson, Arizona, leaving nine dead and 31 injured.

August 27, 1965, near Vinton, Louisiana, a tractor-trailer hit a bus head-on killing 11 persons and injuring 30. Less than a year later, the same type of collision at Alavista, Virginia, cost the lives of nine people, and injured 32.

These three cases, selected from hundreds in ICC files, illustrate vividly how such collisions can turn a remote spot on the highway into a disaster area.

Unfortunately, records neither show what assistance was rendered to the injured, how timely and effective it was, nor how many of the injured died before they could be given medical care.

Very few areas of the country have experienced civil emergency organizations capable of promptly dealing with such disasters. On the other hand, the Armed Forces operate a Search and Rescue organization which can quickly respond with hundreds of men and dozens of ships and aircraft if a seaman or airman encounters trouble. This lack of adequate emergency medical care is a main factor in 52,000 deaths and 1,900,000 disabling injuries occurring each year on highways, making them one of our highest risk areas.

So significant is a remark of an airline pilot recently, after driving 10 miles through heavy traffic to the airport:

"In another 20 minutes, I'll be in the air, and then I can relax!"

What about the professional driver who must spend his working day in a hostile and dangerous environment? How long before the rising number of accidents, hours of exposure, and the laws of probability catch up with him? How long before the user of the highway is given the same type of protection and chance of survival that he would have in the air or on the water?

At long last, the public seems to be awakening to the problem, and public concern is being translated into action.

In 1966, Congress enacted two monumental laws which will vitally affect nearly every American living today. These are the Highway Safety Act and the Motor Vehicle Safety Standards Act.

Their purpose is to reduce drastically the appalling loss of life and property damage, and injuries occurring daily on the nation's highways. The Department of Transportation was charged with implementing these acts. The National Highway Safety Bureau—headed by Dr. William Haddon, Jr., an outstanding authority on highway safety and medical accident research—was created to administer the legislation.

These two acts direct that far-reaching steps be taken to improve the driver, the automobile, and the total environment in which they operate. Already, standards have been set for automobile manufacturers, aimed at making vehicles safer.

But we would be naive to contend that mechanical

engineering improvements alone will solve the problem. A machine is a non-thinking brute which only carries out signals of its master. That master is the old MARK I human being who many philosophers contend has not improved measurably in the past several thousand years.

A considerable part of the highway safety effort will be devoted to improving driver performance through education, training, and stricter law enforcement. At the same time, knowing full well that drivers will still be fallible, a vast program of improving the highway system on which they operate is now being undertaken.

This overall program—education, engineering, and enforcement—will help to reduce the accident rate, but reducing does not mean eliminating. Accidents will still occur. When they occur, the only hope for many victims is a highway effective emergency medical treatment and transportation system which will deliver injured in a stabilized condition to a medical facility able to provide prompt and definitive emergency care.

Time Lapse

Unfortunately, in most parts of the country, especially on the open highway, we do not have effective emergency systems. On lightly traveled roads, or in the early morning hours, considerable time may elapse after an accident before the wreck is discovered, usually by a passing driver. Alerting authorities, in rural areas, is a major problem. The nearest phone may be miles away. There may not be an exit from the Interstate for the next 10 miles.

Even after reaching a telephone, there is a question of whom to call. The telephone operator may be miles away and as unfamiliar with the local area as the caller.

After finally contacting proper authorities, the caller must accurately describe the location—not always an easy thing, particularly at night, for a stranger. If the accident occurs in a rural area, an ambulance must travel a considerable distance from the nearest town. If the accident is not where it was reported, the driver is on his own because most ambulances do not have two-way radio communications. On major highways, traffic may be so jammed up after an accident that it prevents any ambulance movement.

Finally arriving at the scene, the driver may be confronted with badly injured persons pinned in the wreck-

age. The bystanders and curious—few of whom will have had first-aid training—are little help. A child thrown clear of the car will already have died of injuries receiving no effective help to stop bleeding, to clear the airway to permit breathing, or administered mouth-to-mouth resuscitation.

The ambulance driver may have no attendant to help, but with the aid of a policeman or truck driver who has arrived at the scene, manages to pull one victim from the wreckage. If lucky, a rescue vehicle may arrive and, by use of backboards and much manipulation, free the other injured person after a long delay.

The ambulance driver with little emergency treatment training and little equipment in the ambulance, gets victims onto stretchers and into the ambulance. Realizing that their condition is probably critical, and under pressure from the bystanders to hurry, he abandons any thought of emergency treatment and heads for the nearest hospital at high speed, with siren wailing and light flashing.

After a couple of close brushes in traffic, he arrives at the small community hospital and wheels up to the emergency room door (if he can find it!) to be greeted by a very surprised nurse, unaware that the ambulance was en route. While she rushes off to

phone a doctor to come in, the victims are wheeled into the room. One is already dead, strangled in his own blood. The other, finally examined after a long delay, is found to have a skull fracture and is paralyzed due to spinal cord injuries, probably incurred after the crash. He will have to be transferred to a major medical facility when his condition permits, and may become one more of thousands permanently maimed yearly through improper handling.

Contrast such an event, occurring 20 miles from a large city, with the treatment routinely given the wounded in the remote jungles of Viet Nam.

Army Care

A combat soldier hit by enemy fire is immediately treated on the spot by a trained medic, or by one of his comrades who has received first-aid training in the Armed Forces. An immediate radio call is made for a helicopter ambulance, which is underway within minutes, fully equipped and carrying a hospital corpsman or skilled medic.

Upon arrival, the patient is placed on a board and, as the helicopter lifts off, the medic goes to work. Bleeding was already under control, the limb splinted, and morphine administered before the helicopter arrived. En route to the medical facility, the medic starts the flow of intra-

Highway safety, for Teamsters, is a first cousin to wages, hours and working conditions. Shown here, following a conference on highway safety and emergency medical treatment of victims are (left to right): Goley D. Sontheimer, director, department of safety, American Trucking Associations, Inc.; Robert M. Oswald, deputy director, safety services, American National Red Cross; Frank E. Fitzsimmons, general vice president, International Brotherhood of Teamsters; John M. Waters, chief, emergency treatment and transfer of the injured, Federal Highway Administration; and Thomas E. Flynn, International Director, Eastern Conference of Teamsters.



venous fluid to combat shock and checks the patient's breathing, assisting as required.

A radio call is made, giving the estimated time of arrival at the medical facility and describing the patient's condition. The helicopter lands on a heliport by the medical facility, and the patient is moved into the operating room where a trained surgical team, already notified, is standing by.

Using such a system, the mortality rate has been reduced to less than two per cent. A surgeon, recently returned from Viet Nam, says:

"The low mortality rate is due mostly to immediate treatment given by those kids out in the foxholes and to the medics riding the evacuation helicopter. They are delivering them alive and in good condition to the surgical teams."

While it is unlikely states can afford the degree of sophisticated treatment given front-line troops, we can incorporate many lessons learned there and approximate the efficient military system. The key to solution lies in three areas—communications, transportation, and emergency medical treatment, tied together with adequate coordination operated on a sound economic basis.

Communication is clearly solvable, and in the immediate future. Some aspects, especially the alerting from remote locations, will require more

time and money than will two-way communications in ambulances. But cost should not be the prime factor in providing life-saving devices.

Most European countries, with far lower per capita income than we, have emergency phones at close intervals along their major highways, frequent first-aid stations by the roads, and radio-equipped emergency vehicles sent out by central dispatching.

In the field of transportation, we are taking steps under the Highway Safety Act to increase the efficiency of the ambulance. We also are investigating use of helicopters as ambulances. A number of cities are already using them, or plan to do so, not only as ambulances, but for law enforcement and traffic control.

We also have entered into staff discussions with the Armed Forces on use of their helicopters to assist state authorities in severe accidents in remote or inaccessible locations. The helicopter has a great potential in saving lives, and its use will be greatly expanded in the future.

The problem of emergency medical treatment has three phases. (1) Initially, at the scene in the critical first 10 minutes by a passing driver; (2) By ambulance attendants after arrival at the scene and en route to the hospital; and (3) In the emergency room by physicians.

A large scale program is being

undertaken by the National Highway Safety Bureau, the Public Health Service, and the medical profession to improve quality of ambulance personnel and services, but it is one that will take time and a great deal of money. Provision for adequate emergency room facilities must also include training of more physicians and additional specialty training of those already in practice.

The cold facts are that even with good emergency room and medical staff, a patient must be alive on arrival; and for the ambulance crew to use increased skills and equipment, the patient must be alive when the ambulance arrives at the scene.

There is a growing indication that many persons die in the first 10 minutes or so after an accident occurs, usually from airway obstruction or massive hemorrhaging. No emergency vehicle, no matter how effective, is likely to reach the victim in time to help in such critical situations. Timely first aid must be given by the first passersby. Fortunately, many death-producing injuries can be controlled by relatively simple first-aid methods of a trained layman.

New Suits

The average American has little knowledge of first aid in shock and, some who do, are deterred by the old bugaboo of civil law suits. While gross negligence in any action may carry a risk, it is extremely rare for a jury to convict one acting reasonably to help others.

In a 10-year study, not a single case was found in which medical personnel were convicted of negligence in a Good Samaritan action, despite wide-spread fear of suits by the medical profession. In the 57 years since its first-aid program was started in 1910, the American Red Cross has not found a single case of a verdict being made against a trained first aider.

A majority of states have enacted Good Samaritan Laws to protect the man rendering aid, and others have not done so because they felt that such a law is unnecessary. Several European countries have enacted "Brother's Keeper" laws, which make it a crime punishable by fine and imprisonment to fail to stop and render assistance. The person failing to stop is liable to suit for civil damages by injured persons. Whatever actions we take in this respect, the

Local Sponsors Champs



This earnest group of youngsters sponsored by Teamster Local 245 won the 1967 championship in little league baseball for 9-year-olds in Springfield, Mo., this season. Their season record was 15-1 in league play and a 27-2 mark overall. J. B. DeBerry, Local 245 secretary-treasurer, noted proudly that the Teamster youngsters scored 120 runs while holding the opposition to 7 tallies in league play. Squad members, left to right, are: Front row—Buddy Wilson, Randy Marlin, David Melton, David Scott, Gary Lamb, Darrell Bussard, and Joseph Scott; Second row—Coach John Beazley, Lindy Snider, Mike Thomas, Sandy Stine, Jeffery Cheek, Danny McCurry, Johnny Beazley, and Manager Ben Scott.

first passerby is often the only one who can help, and we must take steps to make this help effective.

It is obviously impossible to try and train all 100,000,000 licensed drivers in the country in first aid. But if we required a first-aid course certificate as prerequisite to initial licensing, we would be dealing with a group in its teens which is extremely motivated to get behind the wheel, and there is no doubt that training would be obtained.

As some 9 million new drivers are licensed each year, we would soon have an increasing number of people trained in first aid traveling the highways. In less than a decade, a majority of motorists would have been initially qualified. As this same age group is most prone to all types of accidents and is also the one which will soon be serving in the Armed Forces, the side benefits of such a first-aid training program are obvious.

Unrealistic? Not with such a highly motivated group. West Germany has already set such a requirement, and all applicants there for licenses after September 1, 1967, must be first-aid qualified.

In terms of quality of care, an even better method is having truck and bus drivers, who are often the first at an accident scene, trained in basic treatment of shock. They are generally capable, mature men, not likely to panic or keel over at the sight of

blood, and a large portion of them have had first-aid training in the Armed Forces.

If trained in a short and specialized course in highway shock treatment emphasizing resuscitation, control of bleeding, immobilization of fractures, and control of shock, and provided with simple first-aid kits on their trucks and busses, they would represent a tremendous life-saving potential, not only for the American motorist, but for the hundreds of thousands of fellow truckers who use the highways.

The Department of Transportation, acting through its Federal Highway Administration and National Highway Safety Bureau, has joined hands with states in an all-out attack on the epidemic of deaths and injuries on the highways, providing both technical and financial assistance.

The professional, industry, unions, police, volunteer organizations, and citizens of the country are indispensable members of the team.

The problem is solvable. The road is long and hard but the potential payoff is enormous, dramatic, and real.

No one has a greater stake in this program than truck drivers traveling thousands of miles yearly in a dangerous environment. For them, the success of the program is literally a matter of life and death.

Up But Down

Union Membership in U.S. Increases But Work Force Toehold Still Slips

The pleasing news that trade union membership in the United States has climbed more than 1,000,000 in the last 3 years has been offset by the disturbing fact that the percentage of union members in non-farm labor continues to decline steadily.

With the exception of a few major unions including the International Brotherhood of Teamsters, the labor movement has been losing organizational ground.

Total U.S. union membership in 1964, according to the Bureau of Labor Statistics, was 16,841,000. This amounted to 28.9 per cent of the 58,332,000 non-farm workers.

By the end of 1966, the total membership was 17,892,000 but the per-

centage of the 78,893,000 non-farm workers had slipped to an even 28 per cent.

The number of union workers in non-agricultural establishments has dropped steadily since 1956. In that year, 33.4 per cent of all non-farm workers belonged to a union. In 1958, there was a brief upswing in the percentage. There has been a steady decline ever since from the 1959 mark of 32.1 per cent.

Government statistics show that the Teamsters Union, Automobile Workers, and Steelworkers have accounted for nearly half the total union membership growth in the past 3 years.

Average annual membership for the Teamsters, according to the BLS

tally, was 1,506,769 in 1964 and in 1966 was 1,651,240; for the UAW the comparable figures were 1,168,067 and 1,402,700; for the Steelworkers, 965,000 and 1,068,000.

Three other unions have experienced large increases in the past 3 years. State, County, and Municipal Employees have moved up from 234,839 to 281,277; Government Employees from 138,642 to 199,823; and the Retail Clerks increased from 427,555 to 500,314 in average membership.

Overall, BLS statistics reveal that total union membership in the United States was 17.5 million in 1956 and 10 years later stood at 17.9 million. Meanwhile, the non-farm workforce in the same period grew from 52.4 million to 63.8 million, indicating an organizing rate of increase of at least less than 4 per cent among non-farm workers in the past 10 years.

● Sick Time Credit

Some 600 members of Teamsters Local 582 employed in the Spokane, Wash., fluid milk industry have ratified a 2-year contract which, in addition to increasing wages and fringe benefits, provides that accumulated and unused sick leave goes to an individual upon retirement.

The sick leave bank, beginning next April, will be increased to 30 days, according to Oscar Upton, Local 582 secretary-treasurer.

Effective next January, employers will pay \$10.75 monthly per employee toward a dental plan. The contract also stipulates that workers with 15 years or more on the job will get 4 weeks vacation.

● Plane Parts

By a 2-to-1 margin, nearly 75 employees of Wickes Industries, Inc., in Cudahy, Calif., manufacturer of aero-plane parts, voted for Teamster representation in a recent National Labor Relations Board election.

M. E. Anderson, secretary-treasurer of Teamster Local 986 in Los Angeles, said the ballot of 73 eligible voters resulted in a tally of 42 for the Teamsters and 24 against.

The new bargaining unit includes machine operators, fabricators, assemblers, warehousemen, shipping clerks, and maintenance men.



**General
President
James
R.
Hoffa**

Hoffa Scholarship Applications Due

APPLICATIONS for the James R. Hoffa scholarship are due for the 1968-69 school year, and must be completed and mailed to the International Union on or before November 30, 1967.

The James R. Hoffa Scholarship Fund was established at the 1966 convention of the International Union by delegates who sought to pay appropriate honor to General President Hoffa.

Eight scholarships are awarded to children of members of the International Union. As originally voted by the convention delegates, the awards were in the amount of \$2,000 for two years, for a total award of \$4,000.

At its recent meeting, the International Union general executive board increased the scholarships to \$1,500 a year for four years.

Two winners are selected from each of the four Teamster area conferences.

Scholarships are awarded on the basis of scholastic achievement and need. Winners are judged on the basis of their secondary school record, personal qualifications, and the result of scholastic aptitude tests.

Alternates are selected from each Area Conference, and in the event of disqualification or rejection of the award by the winner, the alternate is awarded the scholarship.

Final selection of the winners will be made by a scholarship committee consisting of experienced persons in the educational field at the graduate school level.

Children of active, retired, or deceased members who are or were in

good standing in the International Brotherhood of Teamsters may apply.

Also, children of deceased members are eligible provided the surviving spouse has not remarried. Children of International Union officers, officers of subordinate bodies or employees are not eligible. The applicant's parent, if living, must be a member of the International Brotherhood of Teamsters at least one year prior to making application.

Applicant must be a high school senior when making application. Applicant must make his own application to the college of his choice.

Those wishing to apply should fill in the application form printed in this issue of the International Teamster magazine, or write to the James R. Hoffa Scholarship Fund, 25 Louisiana Avenue, N. W., Washington, D. C., for an application, or contact any Teamster local union.

The application must be signed by the secretary-treasurer of the Teamster local union of which the mother or father is a member.

All applications must be sent to the James R. Hoffa Scholarship Fund, 25 Louisiana Avenue, N. W., Washington, D. C. 20001, *postmarked no later than November 30, 1967.*

Once the application is received, the applicant will be sent a biographical questionnaire and a secondary school report to be filled in and returned to the scholarship fund.

Applicants must take the Scholastic Aptitude Tests offered by the College Entrance Examination Board and pay

the required fee for the test. The College Entrance Examination Board tests must be taken November 4, December 2, 1967, or January 13, 1968, preferably on the earlier date.

The test registration forms and bulletin of information may be obtained at the applicant's secondary school or at the College Entrance Examination Board Office nearest his home. Addresses are Box 592, Princeton, New Jersey, 08540, or Box 1025, Berkeley, California, 94701. No other college aptitude test is acceptable.

All Scholastic Aptitude Tests scores, biographical questionnaires, and secondary school reports must be received at the International Brotherhood of Teamsters, 25 Louisiana Avenue, N. W., Washington, D. C. 20001, before midnight, March 31, 1968.

Winners must attend an accredited college. The scholarship is to be used to pursue an undergraduate degree. If an award winner does not attend college, the scholarship will go to the alternate.

The James R. Hoffa Scholarship Fund must be notified of any change of school or course of study.

If a winner is unable to attend college due to a certified serious illness, the scholarship will be held in abeyance for not more than one year.

Renewal

If schooling is interrupted by military service, a scholarship will be held in abeyance for not more than two years, unless military service is extended by Selective Service.

When returning from military service, scholarship winner must apply for readmittance to college within 90 days, and return to school within six months thereafter.

Award money will be deposited annually with the college or university attended by the scholarship winner. It will be credited to his account to be drawn upon under rules and regulations which the college or university has established for handling scholarship funds.

The scholarship will be renewed in the winner's second year of attendance provided he maintains specified scholastic standards.

Last year more than 5,000 applications for James R. Hoffa scholarships were received by the Scholarship Fund. Because of the tremendous interest in this educational opportunity provided by the International Union, it is extremely important that all deadlines for applications and scholastic aptitude tests be strictly adhered to.

JAMES R. HOFFA SCHOLARSHIP FUND

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS OF AMERICA

25 LOUISIANA AVENUE, N.W.

WASHINGTON, D.C. 20002

202—783-2525

APPLICATION

1967-1968 PROGRAM

To be mailed on or before November 30, 1967

Complete the first part of this application and submit it to the Secretary-Treasurer of your parent's Local Union. If both your parents belong to the Teamsters, submit only one application.

YOUR NAME AND ADDRESS MUST FIT THE BLOCKS ALLOTTED—Abbreviate if necessary.

NAME

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LAST

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FIRST

--	--

MIDDLE INITIAL

ADDRESS

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STREET

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CITY & STATE

--	--	--	--	--

ZIP CODE

TELEPHONE

--	--	--

AREA CODE

--	--	--

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NUMBER

Name of parent who belongs(ed) to Teamsters ☐ Check if Deceased

Address of parent if different from applicant:
.....
.....

Name and address of high school which you are attending:

NAME

ADDRESS

CITY

STATE

ZIP CODE

Expected date of high school graduation , 1968
MONTH DAY

Signed Date
APPLICANT

Signed Date
PARENT

★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

CANADIAN STUDENTS ONLY

In 1968 I will complete (check one) ☐ Junior Matriculation ☐ Senior Matriculation

NOTE: Do not apply in your 12th year if you plan to take Senior Matriculation. You may apply for a James R. Hoffa Scholarship only once.

★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

To be completed by the Secretary-Treasurer of the parent's Local Union.

Local Union Number

Conference affiliation (check one):

☐ Central

☐ Eastern

☐ Southern

☐ Western



LOCAL UNION SEAL

I hereby certify that the above named member has been a member in good standing for one year prior (check one)

☐ to the date of this application

☐ to his retirement

☐ to his death

.....
SIGNED

.....
SECRETARY-TREASURER

RETURN THE APPLICATION TO THE APPLICANT OR FORWARD DIRECTLY TO THE
JAMES R. HOFFA SCHOLARSHIP FUND

For Members' Youngsters

Western Conference Affiliates Continue Scholarship Program

Teamster affiliates in the West, for the 4th consecutive year, are making available to sons and daughters of members more than a dozen scholarships that will aid the youngsters financially in acquiring a college education.

Since the program's inception in 1965, scholarship awards totaling \$48,200 have been made to 38 students now studying at colleges and universities in several western states.

This year, Teamster Local 588 in Oakland, Calif., will participate in the program for the first time, thereby increasing to 14 the number of grants that will be awarded next May to Teamster sons and daughters.

Eligibility for all 14 scholarships is restricted to youngsters—who now are high school seniors—of members of local unions affiliated with the Western Conference of Teamsters in the United States and Canada. Also eligible are active members of such locals who already have a high school diploma but are under 25 years of age and have not attended college previously.

Deadline

The deadline for applications is next Feb. 15.

Expressing hope that all eligible youngsters would compete for the grants, Western Conference Director Einar O. Mohn commented, "We are extremely gratified with the progress reports received on winners of scholarships in previous years."

The awards for which students may compete are:

—Four scholarships, each for \$500 annually, sponsored by the Western Conference of Teamsters with all applicants being eligible.

—Four scholarships, each for \$250 annually, sponsored by Teamster Joint Council 42 in Los Angeles, with eligibility restricted to children of parents holding membership in a local union affiliated with that joint council.

—One scholarship, valued at \$250 for each year of college study, sponsored by Teamster Joint Council 37 in Portland, Ore., and open to a de-

pendent of a member of a union affiliated with that joint council.

—One scholarship, valued at \$250 for each year of study, financed by the Western Cannery and Food Process Workers Unions with eligibility restricted to a dependent of a member of a union affiliated with that trade division.

—One scholarship, valued at \$250 for each year of study, financed by the Western Warehouse and Food Produce Council, restricted to a dependent of a member of a union affiliated with that trade division.

—One scholarship, valued at \$250 for each year of study, sponsored by Teamster Local 588 of Oakland, Calif., with only sons and daughters of members of that local being eligible.

—One scholarship, valued at \$400, sponsored by Teamster Local 2 in Butte, Mont., with only sons and daughters of members of that local being eligible.

—One scholarship, valued at \$400, sponsored by Teamster Local 452 in Denver, with only sons and daughters of members of that local being eligible.

Additional Forms

Mohn said students interested in applying for the scholarships can get additional information from the local union to which their parent belongs, or by communicating with the Western Conference of Teamsters Scholarship Committee, 1870 Ogden Dr., Burlingame, Calif. 94010.

Test Scores

Mohn added that students should be advised that the scholarship committee will require, by no later than April 10, the test score achieved on an aptitude test given by the College Entrance Examining Board, the grade report in subjects taken by students during their high school course, including the first semester of the senior term, along with a letter of recommendation from either the school principal or counselor enumerating activities in which the applicant participated.

● New York Win

Some 87 building trades mechanics and engineers employed at the New York University Hospital Medical Center voted overwhelmingly for Teamster Local 810 of New York City in a representation election conducted recently by the New York State Labor Relations Board.

Milton Silverman, president of Local 810, said the election count was 71 for the Teamsters and 3 votes for the New York Building Trades Council AFL-CIO.

The new bargaining unit is composed of top foremen, shop foremen, refrigeration engineers, painters, plumbers and helpers, carpenters, electricians and helpers, locksmiths, refrigeration mechanics and helpers, control men, and engineers and helpers.

● Montana Win

A majority of driver-salesmen at the Louis S. Cohn Co., in Great Falls, Mont., recently voted for representation by Teamster Local 45 in a National Labor Relations Board election, according to Lloyd J. McCormick, secretary-treasurer of the local union.

● Unanimously

Ten drivers employed by Intercity Transportation Co., in Boston, Mass., recently voted unanimously in favor of representation by Teamster Local 340 in a National Labor Relations Board election, according to Albert Page, secretary-treasurer of the local union.

● Detroit Pact

Some 550 drivers and warehousemen members of Teamsters Local 337 have ratified a new agreement providing large wage increases at more than 45 tobacco, candy, and grocery companies in Detroit, Mich.

Walter Schuler, Local 337 secretary-treasurer, called the agreement one that "has given us the greatest gains made in the industry in a single negotiation since the industry was organized."

Besides wages, the new 3-year agreement provides improvements in health and welfare and pension programs, an additional holiday, and the vacation schedule was improved to provide a maximum of 4 weeks off with pay after 16 years in the 3rd year of the contract.

Save Payroll

Foiling Holdup of Armored Car Brings Reward to Teamsters



Joining in congratulating a pair of Teamsters who thwarted a holdup attempt and received \$1,000 awards for their heroism are (left to right): Robert Relay, Local 820 recording secretary; Joseph Adams, president of United States Trucking; William Hagner, Local 820 secretary-treasurer; Charles Gribbon, vice president of United States Trucking; Tom Clark and Fred Hart, the award winners, and Richard Vollmer, a member of Teamster Local 820.

Two Teamsters employed by the Armored Car Division of United States Trucking Corp., recently received \$1,000 awards each for successfully protecting a payroll in their care despite an onslaught by 3 bandits.

Fred Hart and Tom Clark, members of Teamster Local 820 in New York City, had just entered the lobby of Continental Connector Corp., to deliver the regular Friday payroll when they were confronted by a trio of men. One bandit was armed with an automatic and the other two carried shotguns.

One of the bandits pointed his shotgun at Hart and demanded the payroll bag. Hart responded by quickly pushing the barrel of the shotgun upward as the bandit pulled the trigger. Both Hart and Clark were wounded by shotgun pellets.

Grabbing the payroll bag, one of the bandits fled to the roof of the building with Hart and Clark in pursuit. Hart fired a couple of shots from his revolver, hitting the bandit. The payroll was recovered, the bandit apprehended, and the Continental workers received their pay on schedule.

Besides rewarding the Teamsters for their courageous performance, the company gave both Hart and Clark a week off with pay to enjoy the \$1,000.

Threats Unacceptable Says Board

Affirming the trial examiner's findings, the National Labor Relations Board ruled recently that Superior Gas Service, Inc., of Lakeport, Calif., violated the Act by threatening employees with various reprisals.

However, the Board reversed the examiner's finding that the discharge of an employee was accelerated because of the worker's activities on behalf of Teamster Local 980 of Santa Rosa, Calif.

Unlawful threats made by the employer included telling the employees they would lose work and various benefits, and also would suffer other reprisals as a result of their protected or union activities.

Iowa Drivers

Warehousemen and truck drivers employed by Hubbard Milling Co., of Cedar Rapids, Iowa, voted unanimously for representation by Teamster Local 238 in a recent National Labor Relations Board election.

Harry J. Wilford, secretary-treasurer of Local 238, said 19 workers were eligible to ballot. Seventeen cast their votes for the Teamsters. The Grainmillers Union, also on the ballot, received no votes. The company is a feed manufacturer.

In Minnesota

A majority of the dozen drivers and helpers employed by Red River Alfalfa Co., a feed processing firm in Crookston, Minn., recently voted for representation by Teamster Local 581 of Grand Forks, N.D., in a National Labor Relations Board election, according to Arvin Kvasager, secretary-treasurer of the local union.

Millionaires Strike Race Track

Overlooked in all the publicity about strikes in recent months was a concerted strike in New York State by owners of racing horses, including numerous millionaires such as Ogden Phipps and Cornelius Vanderbilt Whitney.

Jack J. Dreyfus, Jr., a Wall Street financier, led the effort as owners of racing stables—angered by the state legislature's refusal to enact a bill raising the purses at race tracks—struck Aqueduct Race Track.

By refusing to run their thoroughbreds, the millionaires and supporters closed down Aqueduct for 5 days. This assault on the "public interest" cost New York an estimated \$1.7 million in lost taxes.

Track management, as represented by the New York Racing Assn., seeing all this money go down the drain, quickly came to terms with the barons of the sport of kings.

The settlement included an extra \$3.5 million a year in purse money for the race-minded members of the Social Register who then returned their nags to the turf.

Fitzsimmons Calls for Increased DRIVE Activity

DRIVE Directors Meeting



DRIVE directors from local unions, joint councils and conferences met last month in Chicago where they discussed the overall DRIVE program and status of pending legislation of particular interest to labor. General Vice President Frank E. Fitzsimmons was among the Teamster dignitaries who addressed the group, along with International Union Vice Presidents William Presser, and Harry Tevis, and IBT Trustee Roy Williams.

Strikes Out at Congressional Prejudice

GENERAL Vice President Frank E. Fitzsimmons, speaking to DRIVE directors last month in Chicago, praised their field work signing members to DRIVE checkoff.

Fitzsimmons called for a uniform DRIVE program in the U.S., declaring support of the International Union is behind the program. He called a united effort a prerequisite to Teamster effectiveness in 1968 elections.

Long critical of archaic provisions of the Railway Labor Act, Fitzsimmons declared there is a definite need to amend the act if Congress wants to promote stable labor-management relations.

He called for congressional responsibility in allocation of 'self-help' government appropriations and repeal of Section 14(b) as first steps in any program to alleviate poverty in the U.S.

Of the 1968 Presidential election, Fitzsimmons said Teamsters will support no candidate until his qualifications are carefully considered.

As an example of anti-labor prejudice in Congress, Fitzsimmons deplored a resolution by Rep. John Erlenborn (R-Ill.) which calls for investigation of Teamster bargaining tactics in motor freight.

After having successfully settled our Master Freight Contract, involving 450,000 members nation-wide and an agreement in N.J.-N.Y. for 40,000 motor freight members, this congressman wants to investigate our 'tactics.'

"This is an example of what we face legislatively. This individual speaks of 'widespread disruptions as a result of labor disputes between motor carriers and Teamsters,' spitting in the face of facts that we settle contracts without strikes and distribute goods of a nation at war without interruption," Fitzsimmons declared.

"Is it any wonder that the International Union places such a strong emphasis on rank-and-file participation in politics?" Fitzsimmons asked.



Frank Fitzsimmons



William Presser



Harry Tevis



Roy Williams

'Right-to-Work' Economic Catastrophe

The National "Right-to-Work" Committee has begun campaigns in 13 states. The following story shows how the RTW forces already have perpetrated an economic fraud in 19 states.

"RIGHT-TO-WORK" STATES perhaps do not realize it but they are losing a tax shot at upwards of \$10 billion in personal income annually as a direct result of having the union-busting legislation on their books.

Furthermore, the cost to every state for RTW "luxury" increases more each year as the population grows and the per capita income continues to decline.

In RTW land, this is the usual effect of the compulsory open shop. Depressed wages are the rule. Big business reaps a pig's share of every profit dollar. States that lack a heavy corporate tax program are left holding an empty bag in the name of free enterprise; to take up the slack, the states then enact penalties such as sales taxes, etc., upon wage earners who already have made their sacrifice in the first instance by accepting poverty rates for their labor.

Federal figures based upon the population count in 1960 and the per capita income of states for 1965 prove that RTW states are missing the boat.

If all the personal income of a given state's citizens was thrown into

a pot and divided by the state's total population, the result would be the per capita income for that state for the year.

A comparison of state per capita incomes reveals that, with the exception of Nevada, not only is every RTW state below the national average in per capita income, but each has also lost ground to its own per capita average following enactment of RTW legislation.

For example:

Texas was already \$231 below the national average per capita income when it passed a RTW bill in 1947. In 1965, Texas was \$408 below the national average—a loss of \$177. To learn how much the Texas economy suffered in 1965 in terms of per capita income following RTW, simply multiply the total population—9,579,677 in 1960—times the \$177. The sum is almost \$1.7 billion!

In other words, if every Texan's income had just managed to stay even with the per capita average for 1947 when RTW was enacted, then the state's total personal income in 1965 would have been \$1.7 billion higher

than the total \$24.9 billion registered in Lone Star country that year.

North Carolina, center of the runaway textile industry and rapidly becoming infamous as the slave labor center of the union, provides an equally startling example.

RTW became law in North Carolina in 1957 when the state's per capita average was already \$457 below the national norm. By 1965, the Tarheel average was \$705 below the national mark—a loss of \$248!

Mixing the \$248 loss and North Carolina's 1960 population of more than 4.5 million discloses that the state suffered a personal income loss of at least \$1.13 billion in 1965.

In both the Texas and North Carolina examples—and in other comparisons here—it should be noted that the total personal income loss in 1965 would be higher than the use of the 1960 population index would indicate. Almost every state increased its population in the 1960-65 period.

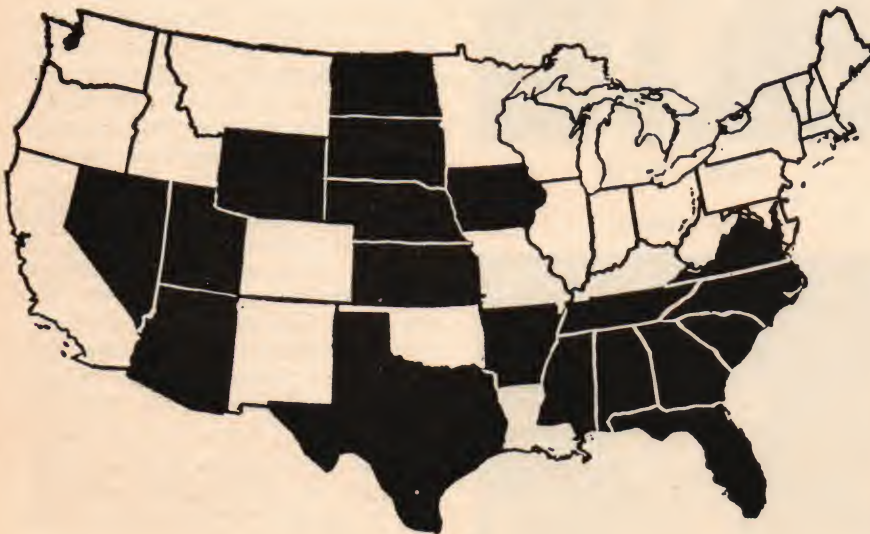
Nevada is the only RTW state that cannot be reasonably considered in the per capita context treated here, even though the state's average has dropped \$33 in relation to the national average since passage of RTW. Nevada's economy is dictated by the flow of out-of-state money coming into the gambling centers.

Taking all the other 18 RTW states adding their total personal income loss in 1965 as determined in the Texas and North Carolina examples, results in a total net loss of \$9.338 billion for the year.

Following is a rundown on what has happened to other RTW states in terms of per capita shrinkage:

When Alabama passed its RTW law in 1953, it was already \$680 below the national per capita average in income. By 1965, it was down \$836—a loss of \$156 in relation to the national average. Had the per capita of 3.2 million Alabamans stayed even with their highly depressed rate of 1953, they would have counted another \$509 million in personal income in 1965. But RTW keyed the loss.

Arizona passed RTW into law in 1948 when the per capita average there was \$156 below the national par. By 1965, the average had dropped to \$376 below par—a loss of \$220.



For the state, the personal income net loss, post-RTW was \$286 million in 1965.

Arkansas's per capita was \$555 below the national average a year after that state enacted RTW in 1947. By 1965, it had tailed off to \$901 below the national average for a loss of \$346. This meant that in 1965 the nearly 1.8 million people in Arkansas failed by \$618 million to reach their potential had the standard before RTW remained unchanged.

Florida enacted a RTW law in 1944 and in 1948—the first year such figures were available—was \$250 below the national average. By 1965, the state was down to \$323 below par for a loss of \$73. The total net loss in personal income directly attributable to RTW was \$361 million for nearly 5 million Floridians in 1965.

Georgia in 1948 was \$462 below the national average. In 1965 it had dropped to \$587 for a loss of \$125, meaning nearly 4 million Georgians were down \$493 million in 1965.

Iowa was \$159 over the national average in 1948. But after a few years of RTW, the state was \$70 below for a net loss of \$229 in relation to the national average in per capita income. That meant 2.7 million Iowans were out \$631 million in 1965.

In Kansas

When Kansas passed its RTW law in 1958, the state was \$5 over the national average of per capita income. By 1965, it had dropped to \$107 below the average—a net loss of \$112. If 2.1 million Kansans had maintained their pre-RTW average, they would have made at least another \$244 million in 1965.

Impoverished

Mississippi, the most impoverished state in the union, was \$877 below the national average when it enacted RTW in 1954. By 1965, it was \$1,138 below for a \$261 loss. This meant that 2.1 million people in that state were out \$568 million in 1965.

Nebraska was \$79 above the national average in 1948 after adopting RTW in 1947. By 1965, it had dropped to \$117 below the average for a \$196 loss. More than 1.4 million Cornhuskers thus were shorted \$276 million in personal income.

North Dakota passed its RTW law in 1947 and the next year was \$130 above the national average. By 1965,

its per capita average had dropped to \$467 below the national norm—a loss of \$597. Thus 632,000 people in that state were out \$377 million in 1965.

South Carolina was \$666 below the per capita par upon enactment of RTW in 1954. By 1965, it had dropped to \$900 below for a loss of \$234. Nearly 2.4 million in that state found themselves short nearly \$558 million in 1965.

South Dakota was \$67 above the national average in 1948, but was \$533 below—a loss of \$600—by 1965. The 680,000 people in that state thus dropped \$408 million in personal income in 1965.

Tennessee was \$495 below the national average in 1948. Years of RTW brought Tennessee to \$733 below the average by 1965 for a loss of \$247.

In Roanoke, Va.

DRIVE Checkoff Program Appeals to 600 Teamsters

Three-fourths of the 800 members of Teamster Local 171 in Roanoke, Va., who come under the National Master Freight Agreement already have signed up for the DRIVE check-off program as provided in the agreement.

Wallace D. Clements, DRIVE field representative, said the other 200 Teamsters work in outlying areas and

The 3.5 million citizens in that state were out \$881 million in 1965.

RTW passed in Utah in 1955 when the state was \$251 below the national average per capita income. In 10 years it dropped to \$391 below for a \$140 loss that cost 890,000 wage earners there some \$125 million in 1965.

Virginia, a year after enacting RTW in 1947, had a per capita mark some \$300 below the national average. By 1965, it had slipped another \$27, costing nearly 4 million Virginians \$107 million in 1965.

Wyoming, the most recent state to pass RTW, had a per capita \$18 above the national average in 1962. In only 3 years, Wyoming's per capita dipped to \$188 below the average for a loss of \$206. It cost 330,000 citizens a total of \$68 million in 1965.

are expected to join in the program.

Clements and Archie B. Argabright and Richard E. Newland, secretary-treasurer and president respectively of Local 171, collaborated in the check-off drive.

Several barns signed up on a 100 per cent basis after hearing about the advantages to be gained from DRIVE membership.

Mrs. Josephine Hoffa, president of National DRIVE Ladies Auxiliary, is urging members of the Teamsters across the land to take advantage of DRIVE checkoff to enter their memberships and as a means of participating in politics and helping in the difficult area of legislation.





SPOTLIGHT ON WASHINGTON

ORGANIZED LABOR is making a strong pitch for a better Social Security bill than the one which passed the House of Representatives. The House bill would raise the minimum benefit to \$50 from \$44. President Johnson has asked the Congress that it be upped to \$70 for a single person and from \$66 to \$105 for a couple.

THE DRUG INDUSTRY, which even some of its members admit is receiving outrageously high prices and profits, is seeking to deny drug coverage to Social Security beneficiaries. C. Joseph Stetler, president of the Pharmaceutical Mfgs. Assn., told the Senate Finance Committee the legislation contains provisions which are "not in the public interest." He asked action be deferred, pending a government study.

THE WORD AROUND Washington is that if you're wealthy and want to get out of paying taxes, "go out and buy a farm." Tax records made public by the Internal Revenue Service show the amazing extent to which rich, off-farm investors are using "farms" to avoid paying federal income taxes. . . . Nearly all individuals with the biggest incomes (\$500,000 a year and up), a recent study revealed, show losses on their farm activities. This is strong evidence they are deliberately using "farms" to get into lower tax brackets.

TWO MEASURES which have high rating on organized labor legislative priorities—rent supplements and model cities—have received a new lease on life . . . The Senate has voted overwhelmingly to restore cuts in both programs made by the House . . . Both measures now move to House-Senate conferences. In light of the heavy Senate vote, prospects for the legislation is now considered good.

UPPERMOST in the minds of the members of the Republican National Committee meeting to discuss research methods in political campaigns late last month was the forthcoming general election of 1968. Not only were they wondering who their candidate will be, but specifically they were wondering about developing a winning candidate image. The first session attended by the GOP bigwigs discussed the subject of "the present state of public opinion in the United States." . . . Also considered were the status of major issues before Congress, and Republican alternatives to federal legislation affecting city and local governments.

WHILE MANY potential presidential candidates continue to coyly resist announcing their intentions until an appropriate time, former Alabama governor, Wallace, threatens to run for the job. "If the Democrats and Republicans don't give us more than 10 cents worth of difference, I'm going to be a candidate," he threatened, and added, "There's not a dime's worth of difference now."

RATS ARE NOW no laughing matter. On July 20th, a rat control bill was defeated in the House of Representatives, with those opposed to this slum-oriented measure making light of the problem and later were sharply criticized for their alleged "wit" on the House floor . . . On September 19th, however, after demonstrations by civil rights groups and unfavorable press reaction to the attitude of some House "humorists," enough of the Representatives changed their mind and voted narrowly to pass the measure to wipe out rats in the slums.

Ohio DLA Sets Sights on 250,000

Ohio DRIVE Ladies Auxiliary, under the leadership of President Faye Presser, has undertaken a program to contact a quarter of a million Teamster families with a view to getting them to register and vote.

Mrs. Presser estimates it will take at least 100,000 hours of work by DLA members to get the job done before the next general election.

To facilitate the program, Ohio DLA has contacted every Teamster family in the state in an effort to coordinate information about the number of eligible voters in each family, and to identify the congressional and state assembly districts in which they would have a voting interest.

The program is set up so as to permit a double-check of registration listings at election boards throughout the state, and will require a lot of work in coordinating union records, telephone listings, city directory listings, and dock and barn meetings with members as well as dozens of workshops to learn the techniques and procedures for getting the job done.

Upon completion, the information will be filed at the Ohio DLA headquarters and will show local by local, city by city, and precinct and congressional district listings. In this manner, voter strength can be encouraged and programs effected.

DLA Helps Pickets In Strike

Members of the DRIVE Ladies Auxiliary of Teamster Local 512 of Jacksonville, Fla., recently helped their men during a lengthy strike of Howard Hall.

The DLA members prepared and carried food and drinks to the pickets and on one occasion even walked the picket line while the men took a breather.

To boost the morale of the pickets, the ladies held a fish fry for the strikers and their families, setting up their fry pans on the picket site.

Mary E. Morgan, president of the Local 512 DLA, said the work of the auxiliary was so appreciated that now more members are encouraging their wives to become active in the program.

● Teamster Organizing

Continuing the same steady pace that has led the labor movement for years, Teamster organizers again dominated the list of single-union election victories during July.

National Labor Relations Board statistics for that month show that Teamster affiliates took part in 29 per cent of all single-union ballots (159 of 556) and won 31 per cent of all such elections won (102 of 328).

Some 14,537 employees were in the units that voted for union affiliation in the single-union balloting, and 2,793 of them—or better than 12 per cent—went Teamster.

● Air Cargo Growth

Air freight service amounted to 3 billion ton-miles in 1966 and will increase to 15 billion ton-miles by 1977, according to Stuart G. Tipton, president of the Air Transport Association.

Tipton made the prediction of air cargo gain in testimony before a Senate subcommittee recently. He strongly urged that steps be taken immediately to improve airport facilities.

● LBJ Backs Consumers

President Johnson in late September urged congressional action on legislation designed to protect the consumer from deceptive practices, unwholesome meat, and leaking gas pipelines among other things.

The President acknowledged that “special interests” had fought the Administration every step of the way in the field of consumer legislation, and added that it’s a problem that needs government and consumer effort every day of the year.

LBJ also invited citizens to send complaints to Betty Furness, his special consumer advisor, adding: “You can tell her, she can tell me, and I’ll try to tell Congress.”

● Situs Picketing Gap

Influential House members of the majority party reportedly have urged Speaker John W. McCormack to hold off floor action on a bill to expand union picketing rights at construction sites.

A majority of the 19 so-called Democratic “regional whips” voiced the view that the House should not act on the situs picketing measure until the Senate does.

Meanwhile, a Senate Labor Committee spokesman says the Senate will hold no hearings on situs picketing legislation already introduced there until the House acts on the measure.

● Artistic Bargaining

A Sydney, Australia, newspaper recently told the story of a banker who commissioned the painting of his portrait by a well-known local artist.

But the banker refused to pay the \$3,000 tab, saying, “It just isn’t me!”

The artist gave the painting a new title, “The Thief,” and sold it to a museum. When the banker protested, the artist replied, “But you said it wasn’t you.”

After several days of bargaining, the painting was sold back to the banker for \$5,000—after it was retitled, “The Philanthropist.”

● Transportation Baby

Only a year old this month, the Department of Transportation—youngest of the 12 Cabinet-level departments—already has more than 90,000 employees and an annual budget of \$6 billion.

While the Department of Transportation Act was signed into law by President Johnson on Oct. 15, 1966, the agency was not officially launched until last April 1.

Altogether, the department is composed of some 30 agencies that had been scattered throughout the government.

● Tire Makers Defiant

Tire manufacturers have taken a defiant attitude in response to governmental interest in the degree of safety built into automobile tires.

Both B. F. Goodrich and General Tire & Rubber resisted a recent inquiry from Sen. Gaylord Nelson (D-Wis.), a champion of tire safety standards, when he asked them for information on whether they ever recalled defective tires from motorists—and if so, to what extent.

Both companies told the Senator they were too busy to supply the information. The Senator said he was “shocked by the callous disregard for public safety” shown by the tire makers.

● Plain Talk

Recent decisions coming down from the National Labor Relations Board reveal that the agency is

trying to cut the gobbledygook from its orders so that they can be more easily understood.

A recent decision, for example, promised a fired worker his old task or "just as good a job," rather than "a substantially equivalent position."

Also, a company was directed to "make up the pay these employees lost," rather than "make them whole for any loss."

● Truck Tonnage Down

Intercity truck tonnage hauled by motor common carriers of general freight dropped 6.3 per cent in July from the same month of 1966, and was 14.5 per cent below the level recorded in June.

The American Trucking Assns., based the estimate on approximately one-third of the carriers reporting.

Decreases in traffic over July of last year were registered in all 9 geographical regions. Month-to-month comparisons from June to July also were down in every region.

● Sign Up for Medicare

A final enrollment period for Medicare Part B (medical insurance) will take place during October, November, and December of this year.

Social Security officials say the enrollment period is the final opportunity to register for those who reached the age of 65 before or during the month of June, 1966.

After this final signing period, enrollment will be permitted only for those citizens reaching the age of 65.

● State Taxes

Two dozen states have instituted tax boosts of one kind or another this year, producing an estimated \$2.5 billion more in revenue annually.

The Tax Foundation, a private research organization, says new major taxes were adopted in 4 states: Minnesota, Michigan, Nebraska, and West Virginia. Increases in existing levies were adopted by another score of state assemblies.

The largest revenue hike was in California where taxpayers will fork over another \$950 million annually. Michigan's tax hike was more than \$280 million.

● NLRB's New Emphasis

The National Labor Relations Board announced that its trial examiners will give new emphasis to the availability of pre-hearing conferences in unfair labor practice cases.

The Board said the goal would be shorter, improved trial hearings, a sharpening of issues, and spelling out the complaint and defense theories ahead of the formal hearing of evidence by the trial examiner.

"The net result we seek," said NLRB Chairman Frank W. McCulloch, "is a trial that is less of a game of wits between contestants and more of an orderly, rational search for the truth."

● Work Stoppage Pattern

New York led all states in work stoppage idleness from strikes and lockouts last year with a mark of 3.12 million man-days, according to the Labor Department.

Ohio was second high with 2.19 million man-days. Six other states with idleness of more than a million man-days were California, Illinois, Massachusetts, Michigan, Missouri, and Pennsylvania.

Most work stoppages were of short duration in 1966 as the number and proportion of disputes lasting a month or longer declined slightly from the 1965 level.

● Debs Reaction

An ultra-conservative Dixiecrat, Rep. John R. Rarick of Louisiana, called the recent dedication of the home of Eugene V. Debs as a national historic landmark a "national scandal."

Rarick pictured Debs—one of the most renowned of America's labor leaders—as an enemy of free enterprise, and attacked Interior Secretary Udall for joining in the dedication of Debs' home at Terre Haute, Ind.

Udall rejoined: "Debs is part of history now. He is beyond the slings and arrows of those who would cut him down."

● Wage Chiseling

Some \$76 million in wage underpayments were discovered in fiscal 1967 by the Labor Department's Wage-Hour and Public Contracts Division.

Much of the sum represented deliberate wage chiseling from the pay envelopes of 368,000 workers. Altogether, there were 288,000 workers who did not receive overtime due at time and a half; 139,000 workers were paid less than the minimum hourly wage established by the Fair Labor Standards Act.

The government agency recovered \$27 million of the \$76 million total.

● Federal Hiring

Uncle Sam plans to hire 485,000 new employees during this fiscal year, mostly to take the jobs vacated by retiring workers.

Several kinds of jobs are hard to fill in the government—including engineers, scientists, and accountants where the labor market seems to be getting tighter.

Still unfilled in the new Transportation Department are several positions requiring specialists in auto safety.

WHAT'S NEW?

Electronic Maintenance Computer

The size of a matchbox, a new electronic device just announced stores information about an automobile's use, digests it and signals when it's time for a maintenance check. The information is in the form of time, the number of times the starter is used, and the hours of engine operation.

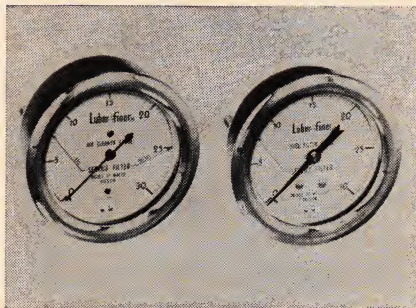
Right now, the device is available on a leasing plan, for an initial payment of \$10.00 per car, and a monthly charge of \$3.00, up to 100 vehicles. After that, the cost drops. It is also being used by a large automobile leasing firm on its own vehicles.

Disarmingly simple in actual construction, the unit is based on an E-cell, which progressively burns up a delicate metal coating on an electrical terminal. Running time is less destructive to the plating than starting time, and straight non-running time even less so. By thus automatically giving each of the three kinds of operating condition a "rated" share of wear and tear on an engine, the computer tells when it's time for a check. This occurs when the precisely determined amount of metal plating on the terminal is all gone. The terminal then changes from a low resistance to a high resistance, and the "time to maintain" light goes on. In addition to the E-cell, there are 12 electronic components in the device. The E-cells have been used in military products such as shells, bombs and self-scuttling buoys.

Filter Gauges

This vacuum gauge system tells accurately when air and fuel filter elements need to be changed. Use of

these panel mounted air and fuel filter vacuum gauges on gas and Diesel-powered equipment gives continuous indication on the filters' operating condition.



Easily installed and relatively inexpensive, the vacuum gauge system does away with the premature discard of filter elements which are some times blamed for minor engine malfunction. Both air and fuel gauges have a 2½" dial and can be panel mounted.

The air filter gauge connects to the center throat of the air filter or the air outlet near the filter using a hollow bolt assembly or by tapping into the air filter housing or outlet duct. The fuel filter gauge connects to the outlet side of the fuel filter using a tee fitting or by drilling and tapping the filter head.

Hydraulic Tester

This Tester permits "in-line" testing of various hydraulic systems.

It measures oil flow, pressure and temperature, to isolate faulty components in the hydraulic circuits of graders, dozers, tractors, scrapers and other construction equipment.

The unit is adaptable to in-line testing hookups because it can withstand



full system pressure at both the inlet and outlet ports. Connected in this manner, it becomes a part of the hydraulic circuit under test.

Capable of testing open or closed systems delivering up to 50 gpm flow at operating pressures to 5,000 psi, the Tester can be applied to a wide range of systems; its versatility is augmented by its in-line testing ability.

Accuracy of flow readings is guaranteed to be within 2%, pressure readings within ½ of 1%, and temperature readings within 1%.

Compact and portable, the unit measures 8½" high, 12" long and 6¼" wide. Encased in a rugged steel box with carrying handles, it weighs only 33 pounds to facilitate use in the field of shop.

Electronic Regulator

A new electrical generator system utilizing a "built-in" electronic voltage control element, eliminates the traditional voltage regulator.

A special family of three of these self-regulating units has been designed to meet the varied requirements of a wide range of vehicles and now are production ready for trucks, buses and off-highway vehicles, as well as passenger cars.

The integrated regulator is about the size of a man's wristwatch and is tucked away in a recess in the end frame of the new generator.

Regarded as a "space age" breakthrough, adaption of solid state micro-circuitry to automotive electrical components is the result of technology gained from the computer and military fields. Without moving parts, the integrated circuitry controls generator voltage accurately and reliably.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

The Other Way

With a charming air of romance and pleasant sentimentality, the company were discussing how each married couple among them first met.

"And where did you first meet your wife?" the little man in the corner was asked.

"Gentlemen, I did not meet her," he replied solemnly, "she overtook me."

Fair Warning

It had been learned that a gang of toughs were going to pack the gallery at a temperance meeting. So the chair-lady hired a tough, ex-prizefighter to keep order in the balcony.

During the course of the address the speaker said, "What is it that we want most when we finish our day's work and let down? What is it that gladdens our hearts, fills us with song and quenches our thirst in a decent way?"

At that moment the prizefighter said to the crowd in the balcony: "First 'un that says 'beer' gets throwed out on his ear!"

Have It Your Way

Wearing her new evening gown which was extremely daring, the wife paced up and down for his husband's inspection.

"Well, how do I look?" she said finally.

"I hate to say it dear," replied her husband grimly, "but you're getting fat."

She gave him a look of annoyance. "In the best places they say 'plump,'" she corrected.

"Well, then," he retorted, "you're getting plump in the best places."

Economy

Living in the past has one thing in favor of it. It's a lot cheaper.

Special Session

Man got home from the office one afternoon and found a note from his young son: "Dear dad: There's a special PTA meeting tonight—just you, my teacher and the principal."

Highly Qualified

He was undersized, meek, diffident, subdued, and he had applied for a job as night watchman.

"Yes," said the boss, dubiously, "but the fact is we want someone who is restless and uneasy, especially at night. Someone who is always listening, thinking there are bad characters around. We want a large, aggressive, intrepid and dangerous person, bad tempered and revengeful. In short, the kind of person, who when aroused, is a fiend!"

"All right," said the little man as he walked away, "I'll send my wife."

Road Hazards

"You saw this young lady driving toward you," said the policeman after the collision. "Why didn't you give her half the road?"

"I was going to," the trucker replied "as soon as I could discover which half she wanted."

Simple Logic

It was Sunday morning. He slipped on his wife's robe and went downstairs to answer the doorbell. As he opened the door, the ice man kissed him. After giving due thought to this strange occurrence, he came to the conclusion that the ice man's wife must have a similar robe.

After the Fact

He reminds me of the man who murdered both his parents and then when sentence was about to be pronounced, pleaded for mercy on the grounds that he was an orphan.—LINCOLN.

Be Thoughtful

Don't forget that your wife still enjoys candy and flowers. Let her know that you remember this—speak of them occasionally.

Convention Report

Lady: "What do you mean, you have to stay in bed? You're always like this after you get home from a convention."

Lady's husband (from bed): "It's the food they give you to drink, dearest."

Voice of Experience

Brown was making out his income tax. Junior, watching, asked: "Dad, what's a marital deduction?"

"It's the way a wife figures out her husband," replied the parent, "like when he has to work late at the office, and she deduces he's up to some mischief."

Success Story

Two weeks after he graduated from college a handsome young man got a job with a large corporation. Every day he arrived at the office punctually at nine, sporting a crew haircut and dressed immaculately.

Three months after joining the firm he was summoned to the president's office. "I'm making you a vice president at a salary of \$20,000 a year," the president told the young man.

The fellow appeared somewhat dazed, and there were a few moments of complete silence. Then the president snapped, "Well, can't you say something?"

Thereupon the young man said, "Gee! Thanks, Dad!"

FIFTY YEARS AGO

in Our Magazine



Vol. XIV

(From the October, 1917, issue of the TEAMSTER)

Number 10

"No-Strike" Scheme Called Trap For Unions

BEWARE of the joker" is the Tacoma Daily News' warning to organized labor against the plan of 150 manufacturers at Washington, who have asked the council of national defense to call a meeting of trade unionists to discuss their "no-strike" plan.

The scheme includes no change in union and non-union shops—the manufacturers call them "open" and "closed" shops; there shall be no strikes or lockouts; no changed conditions, "nor shall any combination of workmen undertake during the like period (of the war) to close an open shop."

The Tacoma Daily News sustains organized labor in its suspicion of this scheme, and the editor says:

"While this paragraph is neatly phrased and would seem to apply with equal force to the employer who desired to change working conditions as well as to unions desirous of taking in non-union workers, it is fraught with much danger. It is the desire of the manufacturers, as set forth in their petition to the council, to stabilize the labor situation during the period of the war. By this is meant that the national council of defense shall formulate such legislation and rules as will make it illegal to do certain things—applying these rules with equal force to employers as well as employes, actual or prospective. Therein comes the rub. It will be noted, in the paragraph quoted, that the word 'undertake' is used in both clauses.

"There is little likelihood that employers will care to 'un-

dertake' changes so long as they are getting work done. But how about the unions? The work of organizing men into unions is far from finished. Organizers constantly are 'undertaking' to bring in new members and to put them under union jurisdiction.

"Will union organizers come under the prohibitions sought to be established by the manufacturers? If such is the contemplated effect of the movement, the project had as well be abandoned at once. The right of men to organize for mutual benefit cannot be abridged."

Unfair Employers Reaping Whirlwind

Scattered through the country are groups of embittered, irreconcilable workmen because of the actions of those employers who have violated every right sacred to Americans, says a union publication.

"These workmen are not affiliated with any legitimate labor union," continues this paper. "They do not seek working agreements with the employers. They recognize no country because they have no stake in the country; they do not respect the law because they feel that the law has never protected them. Yet, among these workers there are in proportion to their numbers more who are American-born, more of the earlier immigrants from England, Ireland, northern European countries, than can be found in any of the factories, the mines or mills represented by the gentlemen who met in Washington.

"The reason for this is obvious. Many of these, most of these, are the men who have been deported, blacklisted, driven to desperation, denied a home. There is the fruit of the system these gentlemen would preserve in the hour of their country's need. Enemies of their country? Possibly, yes, but the greater enemies are those who have destroyed the faith of these men in their country's government.

"The results of their successful opposition in the past are not so beneficial to the country and to the working people of the country as to induce us to forego the usual functions of our unions—education, organization, collective bargaining.

"If we can bring about conditions now that would make the future safe for the workers from the horrors of wholesale deportations, such as we have experienced in the past, we should feel justified, having in mind only real interests of the country, in going forward with the work of organization even to the extent of demanding and insisting upon recognition of the unions, of direct negotiations with the unions on the part of those who in the past have been able to defeat our hopes and our efforts."

Put Away A Few Potatoes

This year's crop of potatoes is one of the largest we have ever harvested, estimated to be over 400,000,000 bushels, or twenty bushels for every American family. Behind that there is also a bumper sweet potato crop in the South, where

State officials have taken steps to store this vegetable in modern warehouses to preserve its quality.

The United States Food Administration is taking steps to get these potatoes to the people. During October and November retail grocers throughout the country will conduct a selling campaign on Irish potatoes, handling them at a very moderate profit. Farmers will back up the movement by sending their potatoes to market. Newspapers will urge the public to buy and store potatoes, and the crop will be distributed to the best advantage to all concerned from producer to consumer.

Every family with a cellar, or other storage facilities, should put away from three to ten bushels, or more, of Irish potatoes while they are cheapest during the fall. Potato storage in the home is fairly simple. The tubers must be kept cool, dry and well ventilated. People often put a supply of potatoes in a closed cellar, thinking to protect them against cold, only to find later that dampness and warmth have caused decay. Heat probably ruins more potatoes in home storage than cold. Potatoes should be put in barrels with a few holes in the side so that they can have a circulation of air, or piled in a bin that is not too tight, or heaped on a few boards laid along the floor. Circulation of air to keep them dry and cool can be secured by opening the cellar windows during the day and shutting them on cold nights. —U. S. Food Administrator.

TO THE PUBLIC AND CONSUMERS:

PLEASE DON'T BUY

HOLLYWOOD
CANDY



ARE YOU BUYING CANDY FROM AN UNFAIR
MANUFACTURER AT ONE OF THESE PLACES?



VENDING MACHINES



SUPERMARKETS



NEIGHBORHOOD MOVIES

Hollywood Brands, Inc., refuses to bargain with Teamster Local 50 even though its employees overwhelmingly voted for Teamster representation and even though the government has ordered it to bargain with Local 50. Some of the brands of candy manufactured by **Hollywood** are:

Big Pay—Big Time—Butter-Nut—Hollywood—Milk Shake—Pay Day—Polar—Snow King—Teddy Bear—X-Tafy Nut—Zero—Also: Combination specials—Sunday and Tuesday.